



STRESS AND STRAIN

It should be fun. And fulfilling. Days filled with rewards and high peaks. You know you are in a profession that changes lives and saves lives.

But often, there are factors and situations that cause stress and strain. Concerns and problems. You may wonder if you are in the right job or working for the right organization.

This instrument will test your satisfaction of the job. Here's how to evaluate each item. Read the descriptions of each item. See if any fit your situation. Grade yourself if:

This sounds like me	9 - 10
It's often a problem— too often!	7 - 8
Not a serious problem	5 - 6
Never a problem	4 & below

FACTORS	GRADE
1 <u>Not Enough Time.</u> There's more work than I can handle . . . I never finish . . . Too many interruptions . . . Not enough time to handle the priorities and essentials . . . I get bogged down in "stuff."	
2 <u>Balancing Work with Personal Life.</u> I'm having difficulty handling the pressure between home and office . . . Personal and family life suffers because work takes over . . . I know I should do better, need to do better.	
3. <u>Not Enough Money in the Budget.</u> I could be more effective (and successful) and do a lot better if there was more money in the budget to spend on staff and resources . . . Our hands are tied because there aren't operating funds to support an effective program . . . I seem to be doing a lot of busy work because there's not enough support staff.	
4 <u>The Competition is Fierce.</u> Everyone is out there raising funds . . . I'm always scratching to find donors and prospects . . . We don't seem to be the first on the priority list for many . . . At times, I feel our case is not as compelling or as urgent as other organizations . . . We need to do a better job of telling our story.	
5 <u>Unrealistic Fundraising Objectives.</u> I'm given objectives that aren't realistic . . . If I have a good year, they expect me to raise even more . . . I don't have an opportunity to negotiate my objectives or review projections— I'm told what I need to raise.	
6 <u>Internal Politics.</u> I have to be careful about treading into someone's territory . . . At times it's like walking on eggs . . . There are some things that are sacrosanct around here . . . Because of the politics, I feel some of my colleagues are over-protective of their turf.	

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7 Poor Relationship with the CEO or My Supervisor. There is a strained feeling . . . I don't have enough access . . . I receive unclear messages of what is expected . . . Differing opinions about what my priorities should be . . . Poor feedback . . . Changing objectives.	
8 Issues with Colleagues. Those I work with aren't particularly friendly . . . Poor support with other staff . . . Not great esprit . . . Feeling of competition among staff members . . . Little cooperation or collaboration.	
9 Poor Assistance from Board and Volunteers. There's the attitude that it's the staff's job . . . "You're the one being paid to raise the money." . . . Can't get leaders to give the time or assist . . . Don't always have the access I need to volunteers and Board members.	
10 Not Passionate About the Work. Don't seem to have the same enthusiasm for the organization that I had when I started . . . Organization is not focusing on its mission . . . Organization not meeting high objectives, satisfied with mediocre results . . . Organization doesn't have focus, seems rudderless, lost its way . . . I'm not enjoying the work or my job as much as I should.	
TOTAL:	

72 - 100	The job should be fun. You are obviously under a lot of stress. Perhaps you're in the wrong organization or in the wrong job.
64 - 71	See what you can do about eliminating some of the stress factors. Begin working on it. Perhaps share your concern with your supervisor. You don't want to end up a basket case.
48 - 63	There are only a few items that are causing a problem. You need to work on them. But it appears you're generally in a happy situation.
47 and below	Lucky You!

