HAZARDS	TEAM RISK (YES, MAYBE, NO)	EXAMPLES
WORK DESIGN		
Lack of role clarity: Not having a clear understanding of their role and responsibilities.		
Unachievable job demands: Having too much work to do, or not having enough time to complete it.		
Low job control: Having little control over their work or a lack of decision-making power.		
Inadequate recognition and reward: Not being valued or recognized for their contributions.		
SOCIAL SUPPORT		
Lack of supervisor support: The absence of guidance, feedback, and emotional support.		
Poor workplace relationships: Lack of respect, trust, support and camaraderie among workers, leaders, and clients.		
Bullying: Repeated aggressive behavior (verbal, physical and/or social) that involves the use of power or authority to harm or intimidate others.		
Harassment: Discrimination that involves unwanted or inappropriate behavior, such as sexual harassment or racial harassment.		
WORK CONDITIONS		
Poor change management: Organizational changes that are not well thought out, planned, communicated or executed.		
Poor physical environment: Being exposed to environmental hazards such as noise, vibration, or chemical substances.		
Remote or isolated work: Working from a location outside of a traditional office setting, such as from home or from a remote location.		
WORK EXPERIENCES		
Poor organizational justice: Favoritism, lack of transparency in decision making, lack of equal opportunities, and lack of accountability.		
Violence and aggression: The use of force or the threat of force to harm or intimidate through physical violence, verbal aggression, or psychological aggression.		
Traumatic events or materials: Physical or sexual assault, serious accidents, natural disasters, hostage situations, mass shootings, war and combat, terrorist attacks or exposure to traumatic material.		
OTHER HAZARDS		