

Demand-Control-Support Questionnaire (DCSQ)

Karasek's 1979 job demands-control model is one of the most widely studied models of occupational stress. The key idea behind the job demands-control model is that control buffers the impact of job demands on stress. Employees' job satisfaction can be enhanced with the opportunity to engage in challenging tasks and learn new skills.

	HARDLY EVER	OCCASIONALLY	SOMETIMES	OFTEN
PSYCHOLOGICAL DEMANDS				
▶ Does your job require you to work very fast?				
▶ Do you need to concentrate intensively while you work?				
▶ Does your work demand excessive effort?				
▶ Do you have enough time to complete all your work tasks?				
▶ Do you have sufficient resources to complete your tasks?				
▶ Do conflicting demands often occur in your work?				

DECISION LATITUDE				
▶ Do you have the opportunity to learn new things in your work?				
▶ Do you need advanced skills and specialized abilities to do your work?				
▶ Are you expected to use imagination, creativity and ingenuity at work?				
▶ Does your job require doing the same tasks over and over again?				
▶ Do you exert influence over what work to do?				
▶ Do you exert influence over how your work should be done?				

SOCIAL SUPPORT				
▶ There is a calm and pleasant atmosphere in my workplace.				
▶ Everyone in my workplace gets along well with each other.				
▶ My co-workers (colleagues) are there for me (support me).				
▶ People at work show understanding when I'm having a bad day (not feeling my best).				
▶ I get along well with my supervisors.				
▶ I have a good time working with my colleagues.				

Look at your responses to consider the **DEMANDS** on you that may be increasing psychological stress levels. Then note how much **CONTROL** and opportunities for learning and creativity you have. Finally, assess the amount of **SUPPORT** you get on the job.