

Les différents types de risques psychosociaux

Facteurs de risques psychosociaux	Explications	Exemples
Conflits de valeur	Conflits nés de la distorsion entre ce qui est exigé au travail et ses propres valeurs professionnelles, sociales ou personnelles	<ul style="list-style-type: none">• Effectuer un travail que l'on juge inutile• Faire la promotion d'une méthode que l'on sait inefficace• Ne pas pouvoir faire un travail de qualité
Exigences émotionnelles	Nécessité de maîtriser ses propres émotions, de les cacher ou de les simuler	<ul style="list-style-type: none">• Tension avec les publics ou les clients• Exposition à la souffrance ou la détresse• Obligation de sourire ou de paraître de bonne humeur
Intensité et complexité du travail	Travail entraînant des efforts et des exigences particulières	<ul style="list-style-type: none">• Contraintes de rythme• Objectifs irréalistes ou flous• Instructions contradictoires• Horaires longs, atypiques ou imprévisibles
Faible autonomie	Difficultés à être acteur dans son travail	<ul style="list-style-type: none">• Pas ou peu de marge de manoeuvre• Pas ou peu de participation aux décisions• Pas ou peu de développement de ses compétences
Rapports sociaux au travail dégradés	Relations dégradées du point de vue du soutien social, de l'équilibre efforts/récompenses ou de la justice organisationnelle	<ul style="list-style-type: none">• Mauvaises relations avec les collègues ou avec la hiérarchie• Perspectives de carrière amoindries• Inadéquation de la tâche à la personne• Pas ou peu d'attention portée au bien-être des salariés
Insécurité dans l'emploi	Insécurité socio-économique, risque de changement non maîtrisé de l'emploi	<ul style="list-style-type: none">• Peur de perdre son emploi• Non-maintien du niveau de salaire• Contrat de travail précaire• Restructurations• Incertitude sur l'avenir de son métier

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