

The Employment Edge



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Is boredom the new workplace stress? By [Carolyn Morris](#) | [Shine On](#)

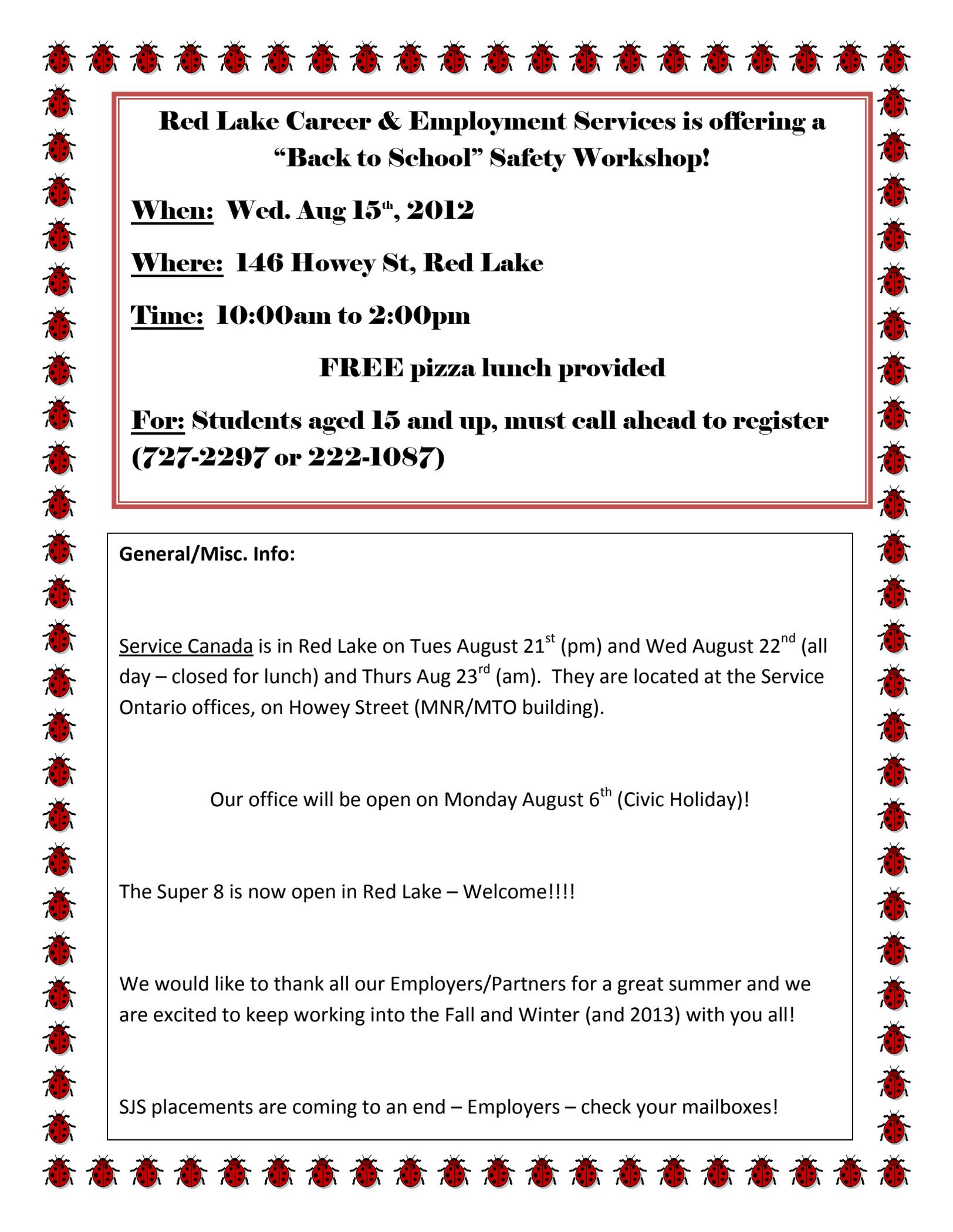
If you're feeling stressed at work, it may be because you have too much to do. Or, maybe it's because you don't have enough. Apparently, boredom at work is the "new stress." That's according to University of Central Lancashire psychology professor Sandi Mann, who tells CNN that workplace boredom is on the rise at the same time as employees are expecting more from their jobs. "It's as stressful as stress," she says, "but, whereas stress management courses are 10 a penny, organizations are terrified to admit their workers might be bored." She argues boredom is the second most commonly concealed emotion at work, behind anger. This is something Toronto-based life and career coach Catherine Thorburn is well aware of. She has had many a client complain of being bored on the job. "The number one reason we go to work," she says, "is because we want to feel that we're contributing and adding value. And if we're not, that's when the stress factor fits in."

And as businesses strive to be efficient, they might be leaving their employees bored stiff. "A lot of times, especially as companies grow larger," she argues, "they try to have everybody following the same process. But that really mitigates people's value and their own personal contribution." She thinks that companies need to reassess how employees are integrated into the workplace. Whereas companies often have a position available and try to fit a new employee into it, Thorburn argues they should do the reverse. "They should look at the person's skill set," she says, "and try to fit the position to the person." While it might seem to be asking a lot of employers, the alternative of a boring workplace can have steep consequences.

In a recent study published in the journal *Work & Stress*, researchers showed a link between boredom at work and counterproductive behaviour, including abusing others, production deviance, sabotage, withdrawal, theft and horseplay. "These behaviours can be the product of someone just getting back at the employer, blaming the employer for creating boring conditions, and trying to strike back," study co-author and University of South Florida psychology professor Paul Spector tells CNN. Ultimately, employees who are too bored will usually end up leaving, argues Thorburn. "They can't sit there for eight solid hours and be really bored," she says. They have to feel that they're contributing in some way."

They may stay for a while for the paycheck, she says, but money isn't the most important thing people get from their jobs. And with our often constant connection to work via BlackBerry (or iPhone) and email, a boring job can seep into the rest of your life, making everything seem uninteresting.

That's something to stress about.

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**Red Lake Career & Employment Services is offering a
“Back to School” Safety Workshop!**

When: Wed. Aug 15th, 2012

Where: 146 Howey St, Red Lake

Time: 10:00am to 2:00pm

FREE pizza lunch provided

**For: Students aged 15 and up, must call ahead to register
(727-2297 or 222-1087)**

General/Misc. Info:

Service Canada is in Red Lake on Tues August 21st (pm) and Wed August 22nd (all day – closed for lunch) and Thurs Aug 23rd (am). They are located at the Service Ontario offices, on Howey Street (MNR/MTO building).

Our office will be open on Monday August 6th (Civic Holiday)!

The Super 8 is now open in Red Lake – Welcome!!!!

We would like to thank all our Employers/Partners for a great summer and we are excited to keep working into the Fall and Winter (and 2013) with you all!

SJS placements are coming to an end – Employers – check your mailboxes!