

Technostress creators	
Techno-overload	High work demands because of using digital technologies due to high work pace, frequent interruptions, multitasking, extended working hours, expectations of response times in digital communication, etc.
Techno-complexity	Certain digital technologies are highly complex and challenge the user's concentration, qualification, feeling of control, which requires additional time in handling complexity
Techno-insecurity	Fear of job loss or status deterioration due to the perception that digital technologies or more qualified personnel in terms of handling digital technologies will replace one's own job/position in whole or in part
Techno-uncertainty	A constant feeling of uncertainty and ambiguity caused by chronic digital transformation processes or by features of single digital technologies which foster constant change
Techno-invasion	Mobile devices enable high flexibility, which can blur boundaries between work and other life domains, causing work-life-conflicts and impair work recovery
Techno-unreliability	Stress induced by breakdowns, technical errors, low usability, and poor user experience in certain digital technologies
Stress in human-machine interaction	Irritation because of unpredictability of robot or machine behavior or unspecific anxiety towards robots, high complexity of such systems (see techno-complexity)
Technological workplace surveillance	New digital technologies can enable a close monitoring of work performance, location and working times, which can provoke distrust and loss of control in the monitored employees

This illustration is according to Ragu-Nathan et. al (2008); Dragano & Lunau (2020)