EXAMPLE/NON-EXAMPLE: JOB RESOURCE-DEMANDS

| Column Header | Example/Resource | Non-Example/Demand |
| --- | --- | --- |
| Job Design   * Job control * Person-job fit * Task variety * Involvement in decisions * Use of skills * Availability of tools * Role clarity * Fulfillment of expectations |  |  |
| Professional Development   * Performance feedback * Possibilities for learning & development * Career perspective |  |  |
| Personal Resources   * Resilience * Self-efficacy * Optimism * Flexibility * Setting one’s own limits * Proactivity * Goal directedness * Self-development |  |  |

*Schaufeli, W. B. (2017). Applying the Job Demands-Resources model: A ‘how to’ guide to measuring and tackling work engagement and burnout. Organizational Dynamics, 46(2), 120–132.*