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
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| Professional Development* Performance feedback
* Possibilities for learning & development
* Career perspective
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| Personal Resources* Resilience
* Self-efficacy
* Optimism
* Flexibility
* Setting one’s own limits
* Proactivity
* Goal directedness
* Self-development
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*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.*