

EXAMPLE/NON-EXAMPLE: JOB RESOURCE DEMANDS

| Column Header | Example/Resource | Non-Example/Demand |
|---|------------------|--------------------|
| <p>Job Design</p> <ul style="list-style-type: none"> • Job control • Person-job fit • Task variety • Involvement in decisions • Use of skills • Availability of tools • Role clarity • Fulfillment of expectations | | |
| <p>Professional Development</p> <ul style="list-style-type: none"> • Performance feedback • Possibilities for learning & development • Career perspective | | |
| <p>Personal Resources</p> <ul style="list-style-type: none"> • 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.