|  |  |  |
| --- | --- | --- |
|  | **Example/Resource** | **Non-example/Demand** |
| **Social**   * Co-worker support * Supervisor support * Team atmosphere * Team effectiveness * Role clarity * Fulfillment of expectations * Recognition * Connection |  |  |
| **Organizational Leadership**   * Communication * Alignment * Trust * Justice * Fairness * Value congruence * Inspiration |  |  |
| **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*