|  |  |  |
| --- | --- | --- |
|  | **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*