

## EXAMPLE/NON-EXAMPLE JOB RESOURCE DEMANDS

	Example/Resource	Non-example/Demand
<b>Social</b> <ul style="list-style-type: none"> <li>• Co-worker support</li> <li>• Supervisor support</li> <li>• Team atmosphere</li> <li>• Team effectiveness</li> <li>• Role clarity</li> <li>• Fulfillment of expectations</li> <li>• Recognition</li> <li>• Connection</li> </ul>		
<b>Organizational Leadership</b> <ul style="list-style-type: none"> <li>• Communication</li> <li>• Alignment</li> <li>• Trust</li> <li>• Justice</li> <li>• Fairness</li> <li>• Value congruence</li> <li>• Inspiration</li> </ul>		
<b>Personal Resources</b> <ul style="list-style-type: none"> <li>• Resilience</li> <li>• Self-efficacy</li> <li>• Optimism</li> <li>• Flexibility</li> <li>• Setting one's own limits</li> <li>• Proactivity</li> <li>• Goal directedness</li> <li>• Self-development</li> </ul>		

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.