EXAMPLE/NON-EXAMPLE JOB RESOURCES-DEMANDS

	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