

The balance

Demands & resources

Here on the left you can find various factors that can affect your balance. Each of these factors can either be a **resource** or a **demand** at work.

For example, when you experience support from colleagues, it can be a resource. When you experience a lack of support, it becomes a job demand.

Take some time to read these factors and consider whether they are a resource or a demand for you. We would like to ask you to note down at least **3 resources and 3 job demands** in the top two boxes on the next page.

Do you think of any resources or demands not listed here? Feel free to add them. You don't have to stick to this list!

Do the same for the **private demands** and **resources**.

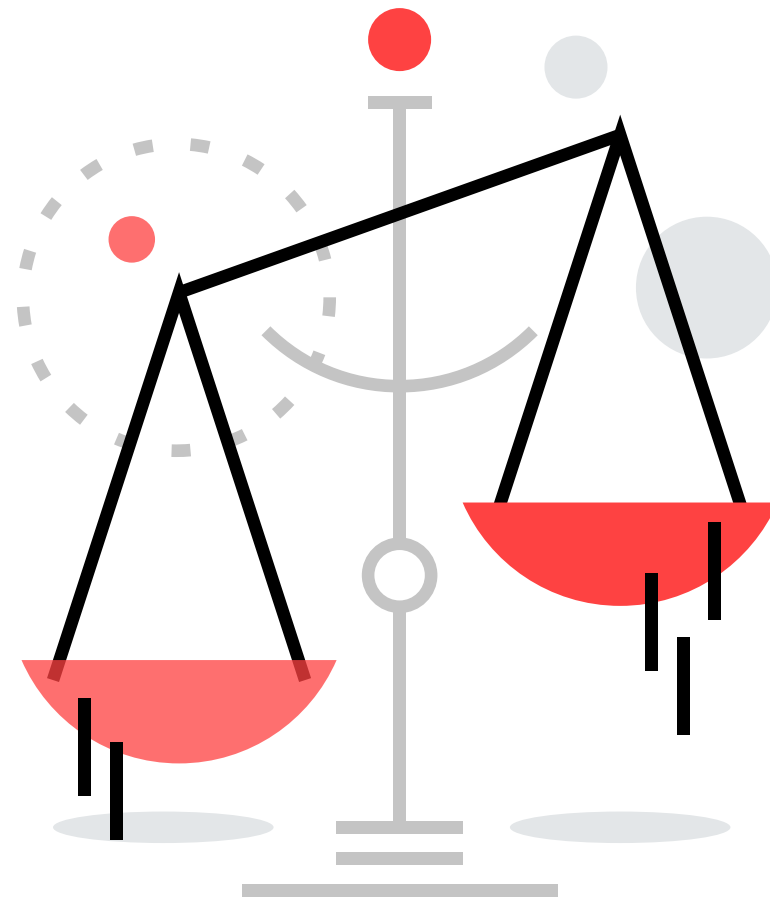
For example, running twice a week in your free time can be a resource. Taking on the care of your mother can be a demand.

- Support from colleagues
 - Work-life balance
 - Control over goals
 - Control over deadlines
 - Control over work pace
 - Task variety
 - Clearly visible contribution
 - Pleasant atmosphere
 - Meaningful relationships
 - Doing what you love
 - Visibility of the end product/service
 - Appreciation for contribution
 - Free from annoying side tasks
 - Appreciation for what you do
 - Management that expresses positive feelings
 - Challenging goals
 - Meaningful tasks
 - Opportunities to develop talents
 - Responsibility
 - Growth opportunities
 - Role clarity
 - Stimulating leadership
 - Visible progress
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WORK DEMANDS

WORK RESOURCES



PRIVATE DEMANDS

PRIVATE RESOURCES

