

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

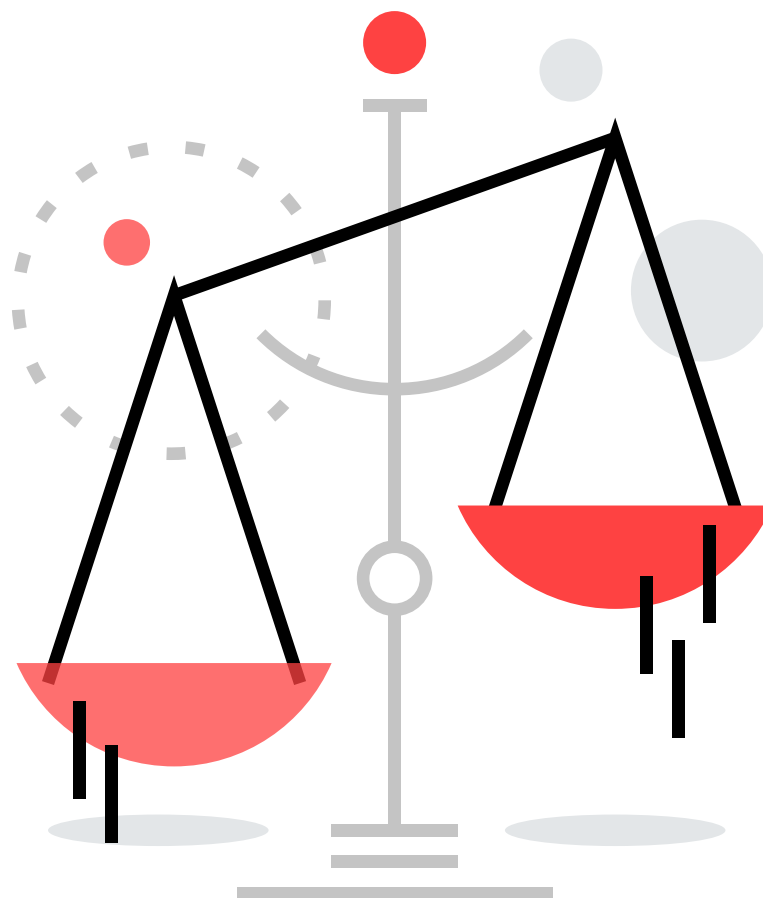
Visible progress

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WORK DEMANDS

PRIVATE DEMANDS



WORK RESOURCES

PRIVATE RESOURCES
