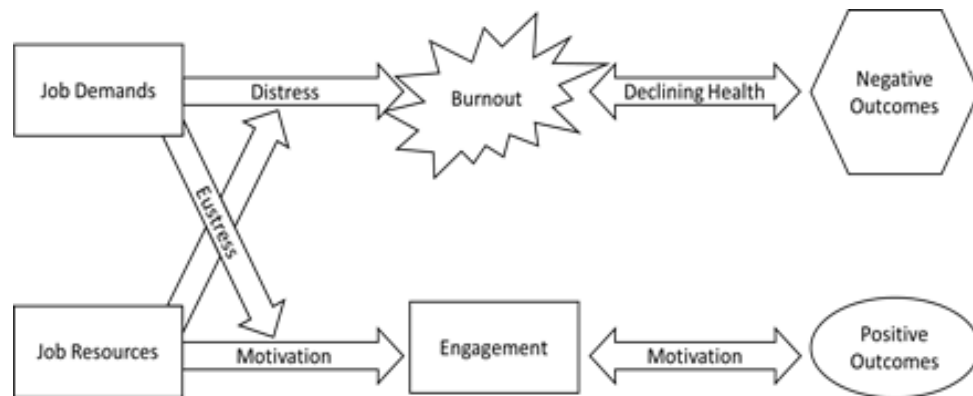


Job Demand & Resource Model



Job Demands: Physical, psychological, social, or business aspects of the job that require sustained physical and/or psychological effort or skills. Therefore, they are associated with certain physiological and/or psychological costs.

Job Resources: Physical, social, emotional, or business aspects of the job that may do any of the following:

- Reduce job demands and the associated physiological and psychological costs
- Be functional in achieving work goals
- Stimulate personal growth and development

Distress: Physical, psychological, social, or business aspects of the job that disrupt homeostasis and threaten productivity, as well as cognitive, medical, mental, and social health.

Eustress: Positive stress that challenges homeostasis and creates motivation to meet the challenge.

Burnout:

- Distress levels start to increase; vagal tone decreases, leading to more sympathetic or dorsal vagal activation, which leads to increased levels of anxiety, depression, and a lack of usual energy.
- Distress levels cause more activation in the amygdala and less in the prefrontal cortex, decreasing cognitive ability, emotional regulation, and relational health.
- A significant drop in the Last Week average when compared to the All-Time average.
- People hold too much stress in their cups, and behaviors become more rigid or chaotic.

Motivation: The reason or reasons one has for acting or behaving in a particular way; the general desire or willingness of someone to do something.

Engagement: Positive, fulfilling, work-related state of mind characterized by vigor (i.e., high levels of energy and resiliency), dedication (experiencing a sense of significance, importance, pride, and challenge), and absorption (being fully concentrated and happily engrossed in one's work).