WORKSHEET 98 · FOR THE PSYCHOLOGIST

Demands and resources

Taking stock of what weighs on me and what holds me up at work

AIM

Identify the demands of work (workload, pressure, conflicts, ambiguity) and the available resources (autonomy, support, recognition, meaning), and spot where action is possible.

WHO IT IS FOR

Risk of burnout, work stress, returning to work.

DURATION

20 min in session

HOW TO RUN IT

1. List the main demands and their weight (0-10).
2. List the resources and their strength (0-10).
3. Spot the imbalance: high demands and low resources are associated with exhaustion.
4. Look for a realistic action: reducing a demand, increasing a resource or asking for help (manager, occupational health service, employee representatives).

POINTS TO WATCH

> Burnout depends largely on working conditions, not only on the person: avoid placing all the responsibility on them. Refer to occupational health services if needed.

REFERENCES

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Maslach, C. & Leiter, M. P. (2016). Understanding the burnout experience: Recent research and its implications for psychiatry. World Psychiatry, 15(2), 103-111.

PSYCHOLOGIST'S NOTES

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WORKSHEET 98 · WORKSHEET TO HAND OUT

Demands and resources

Exhaustion often comes from an imbalance: many demands and few resources for dealing with them. Taking stock helps you see where to act, and not to carry everything on your own shoulders.

1. What weighs on me at work (workload, pressure, conflicts, lack of clarity), with its weight from 0 to 10.
2. What holds me up (autonomy, colleagues, recognition, meaning), with its strength from 0 to 10.
3. Where is the biggest imbalance?
4. A possible action, and whom to talk to about it: _____

Demand	Weight /10	Resource	Strength /10

What depends on me, and what depends on the organisation?

These exercises do not replace therapy. If you are in distress or having suicidal thoughts: 112 (European Union), 3114 (France) or the emergency number of the country where you live.

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