

SPRINTER WOMEN®

burnout & engagement report

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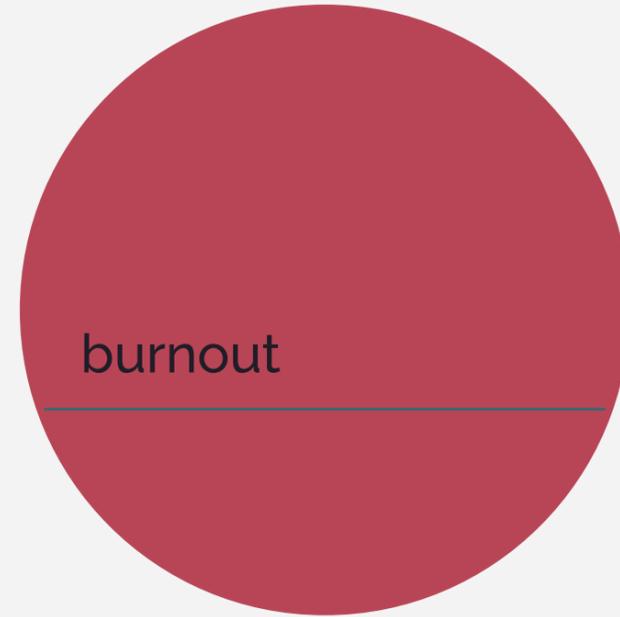
report overview

As a sprinter woman, you want to increase your productivity and the meaning you get from your job. This can be done through fostering work engagement and decreasing work-related burnout.

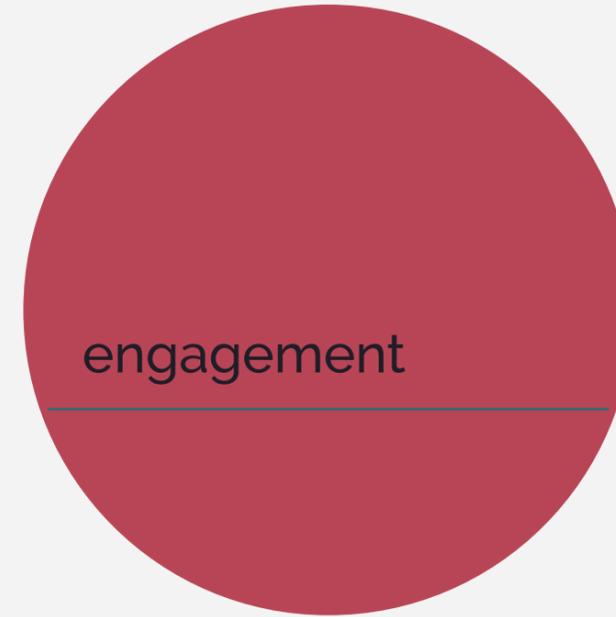
In this report, we will first present you with some background behind several important concepts, including burnout, engagement, work meaningfulness, job demands, job resources, job crafting, strengths use, and leisure crafting. This background relies on a long history of research by Prof. Dr. Arnold Bakker from Erasmus University. After a brief description on each of these, we will reveal how you scored on these dimensions.

The overall aim of the report is to guide your understanding on which working conditions should be targeted to prevent/reduce burnout and foster engagement and work meaningfulness.

what are burnout, engagement, and work meaningfulness?



Burnout is a consequence of the lack of engagement at work. It usually expresses itself in negative physical and psychological states. If you are burnt out, you feel drained, your motivation is lost, and you are no longer dedicated to your work. Burnout can be **personal** (i.e., feeling exhausted on a personal level), **work-related** (i.e., feeling drained because of work activities), and **client-related** (i.e., feeling tired because of interactions with clients). The consequences of burnout include poorer health, greater chance for depression and anxiety, and lesser productivity and performance on the job. In this report we thus say that ideally, you should be at least burnt out as possible.



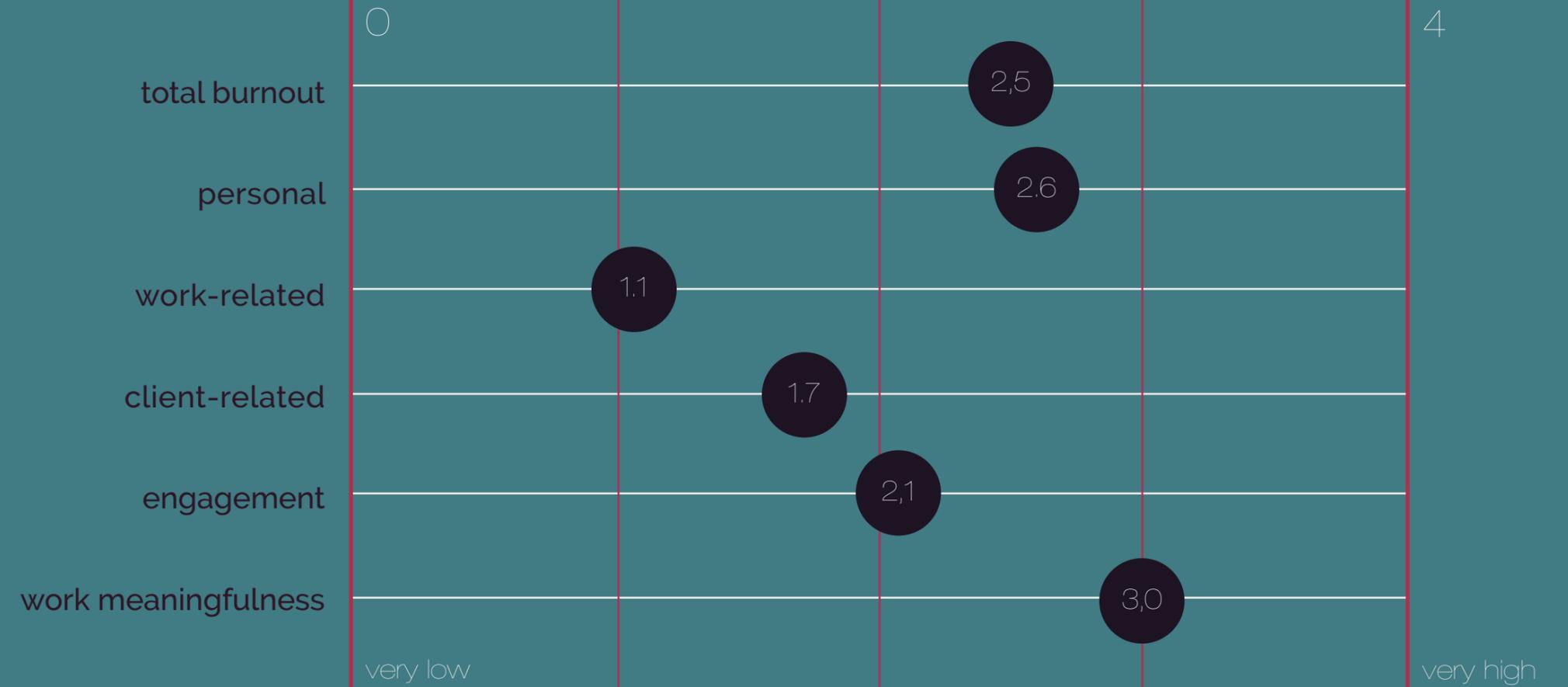
Engagement is a positive, fulfilling, work-related state of mind that is characterized by vigor, dedication, and absorption. When you are engaged with your work, you feel inspired, active, and enthusiastic, and you perceive your job as challenging rather than as stressful or demanding. Work engagement is related to better health, a greater experience of positive emotions, and a greater focus on being creative, productive, and open to learning. In its totality, engagement leads to greater productivity and experiencing more meaning on the job. In this report we thus say that ideally, you should be as engaged with your work as possible.



Work meaningfulness is a direct consequence of work engagement. When you perceive your work as meaningful, you feel as if you are doing something worthwhile. You have a sense that you are both giving and receiving from your work. As a result, you also perceive your life as having more meaning. You are happier, more fulfilled, and more enthusiastic. This positive state that work meaningfulness brings also results in greater commitment to the job, higher productivity, and enhanced satisfaction that completing the work brings. In this report we thus say that ideally, you should perceive your work as being as meaningful as possible.

Peggy Olson

burnout, engagement, and work meaningfulness scores



what is needed to prevent/reduce burnout and foster engage- ment and work meaningfulness? STEP 1



If you want to prevent/reduce burnout and foster engagement and work meaningfulness, what can be done about this? Research reveals that the levels of burnout and engagement partially depend on the levels of job demands. Job demands are aspects of the job that require your prolonged effort, whether this is on the basis of physique, on the basis of emotions, or on the basis of thinking. If your job demands are high and resources low, you may become chronically exhausted. The perception of job demands may thus in part depend on job resources. We will explain more about job resources next.

The most important job demands are **work pressure, cognitive demands, emotional demands, role conflict, and hassles.**



Still, having high job demands does not necessarily mean that you will experience burnout. You can have high job demands, but be quite engaged with your work. Whether high job demands will lead to burnout or engagement depends on the amount of job resources you have. Overall, job resources are aspects of the job that help you to achieve work goals and stimulate professional growth. Importantly, if job demands are high, but job resources are high as well, you will be engaged rather than burnt out. A focus on job resources is thus important to keep yourself from being exhausted when job demands are high.

The most important job resources are **autonomy, social support, feedback, opportunities for development, and coaching.**

job demands
reflect the degree
to which:

job resources
reflect the degree
to which:

work pressure You need to work at speed
You have too much work to do
You need to work under time pressure
You have to work extra hard to reach a deadline

cognitive demands Your work requires a lot of concentration
Your work demands enhanced care or precision
Your work is mentally straining
Your work requires constant attention

emotional demands Your work is emotionally demanding
You face emotionally charged situations during work
You have to deal with demanding clients/colleagues
Your colleagues/clients do not treat you with respect

role conflict You receive conflicting requests from two or more people
You are unable to fulfill conflicting expectations from colleagues

hassles You have to deal with administrative hassles
You need to face hassles to get projects done
You are confronted with unexpected hassles at work

autonomy You have flexibility in the execution of your job
You have control over how your work is done
You can participate in decision-making regarding your work

social support You can ask your colleagues for help
You can count on your colleagues to support you
You feel valued by your colleagues

feedback You receive sufficient information about your work objectives
You are able to find out how well you do your work
You receive sufficient information about the results of your work

opportunities for development You are able to develop your strong points during work
You can develop sufficiently during your work
Your work offers you the opportunity to learn new things

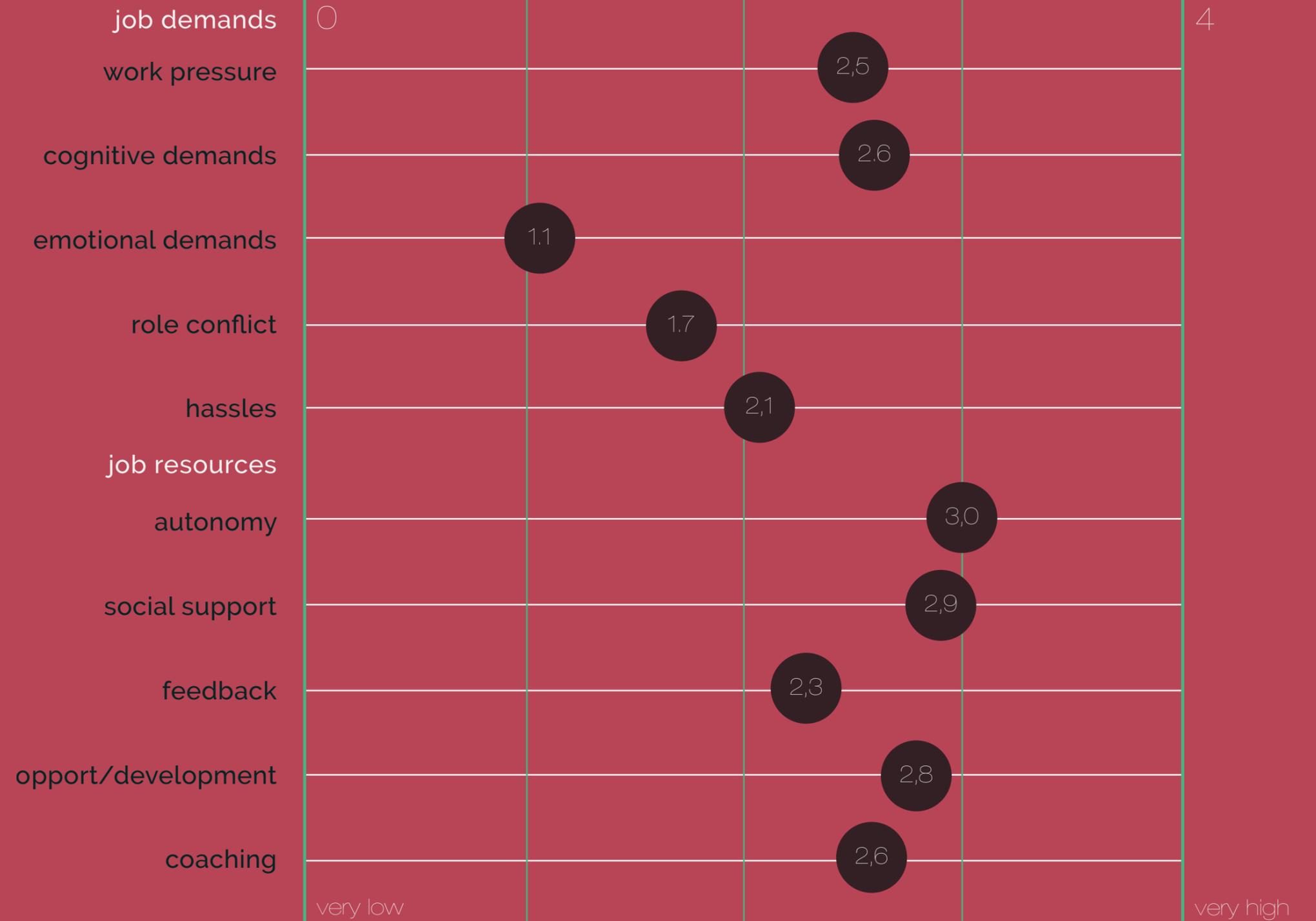
coaching Your supervisor evaluates his/her satisfaction with your work
Your supervisor shows consideration for your problems
You feel valued by your supervisor
Your supervisor helps you solve problems at work

tip!

To foster engagement and prevent/reduce burnout, it is advisable that your job demands are high only if your job resources are high as well. Having sufficient job resources buffers the negative effects of high job demands. If you have high job demands, but you also have sufficient job resources, your job will become challenging rather than exhaustion. This is likely to result in more engagement with your work. Thus, to become more engaged and less burnt out, you should seek more job resources, rather than reducing your job demands.

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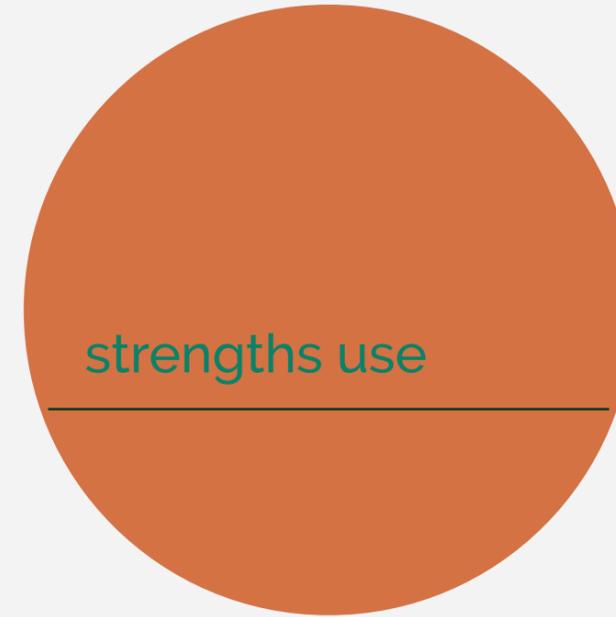
job demands and
job resources scores



what is needed to prevent/reduce burnout and foster engagement and work meaningfulness? STEP 2



What more can be done so that you prevent/reduce burnout and become more engaged with your work? Research shows that one of the best ways to achieve this goal is to engage in constant job crafting. Job crafting refers to a tendency to alter your job so that it matches your skills and interest. This proactive work behaviour also involves minimizing aspects of the job that make you feel drained, making sure that you use your capacities to the fullest, and actively seeking job resources. When you engage in job crafting, your work becomes not only easier, but also more meaningful and fulfilling. In this report we thus say that ideally, you should craft your job as much as possible.



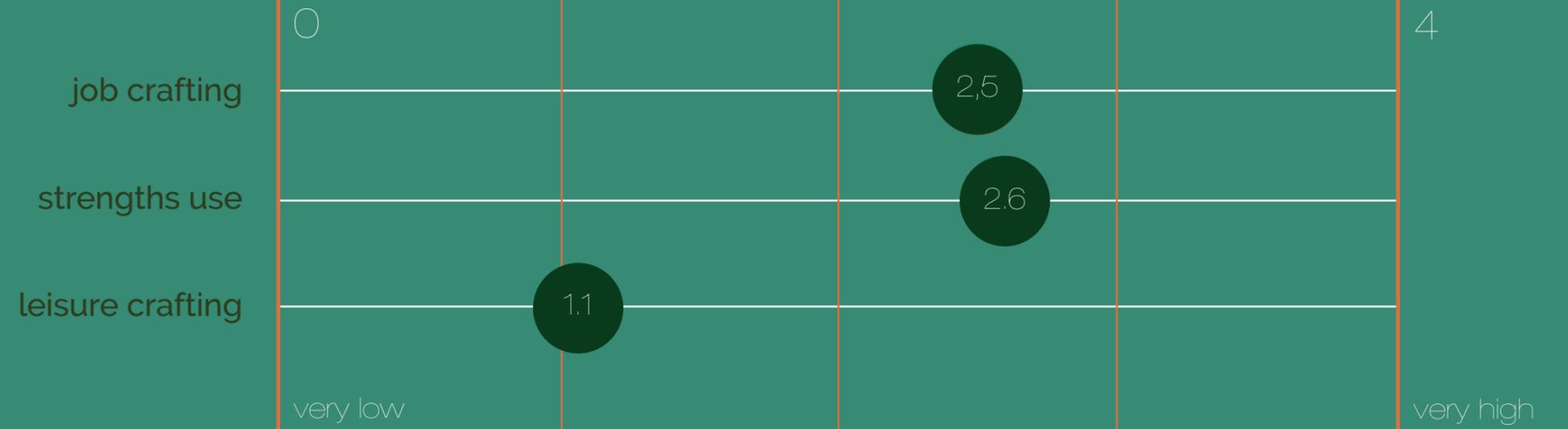
Using your strengths at work is another way to prevent/reduce burnout and increase your engagement. Your own strengths come from your own personal uniqueness. They consist of work behaviours that make you feel strong rather than weak. When you engage in activities that rely on your strengths, you are doing what you are best at. This is why research finds that using strengths at work and seeking opportunities to rely on one's strengths results in higher productivity, more positive moods, and higher meaning at work. In this report, we thus say that ideally, you should use your strengths as much as possible during your work.



Burnout occurs when you feel drained and unhappy, and engagement follows when you are happy and fulfilled. However, research shows that you are less likely to be happy, both at work and in general, if you don't find the time to seek challenging and fulfilling experiences outside of work. This is why it is important to engage in leisure crafting. Leisure crafting refers to a tendency to develop and enjoy yourself during off-work hours. When you craft your leisure, you are satisfied and positively challenged, which reduces your burnout and increases your engagement. In this report we thus say that ideally, you should craft your leisure as much as possible.

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job crafting, strengths use, and leisure crafting scores



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This report is based on the research on burnout and engagement. It is intended to provide information about the levels of burnout, engagement, and associated phenomena. Although providing scientific insights into your own ways of working, the report does not give personally-tailored solutions for reducing/preventing burnout and increasing engagement. If you wish to achieve these goals, you are advised to:

Make an appointment for
online counselling sessions.

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