

Demands

Appraisals

Proximal  
Affective/Motivational  
Response

Resource  
Dynamics

Outcomes

Challenges  
Hindrances  
Threats

Challenge  
Hindrance  
Threat

Engagement/  
Disengagement

Resources

*Depletion*

Performance

Personal  
Growth & Well-  
Being

**Situational Factors**  
Job Context  
Leadership Behavior  
Injustice/Fairness  
Support  
**Individual Attributes**  
Personality  
Stress Mindset  
Trust  
Psychological Capital  
Resilience  
Regulatory Focus

