

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

