



Workplace System Audit Worksheet: The JD-R Balance

Introduction

This tool uses the Job Demands-Resources (JD-R) model of Bakker & Demerouti to explore the workplace variables that either drive exhaustion or protect against burnout.

Goal

The goal is exploration. We are focusing strictly on organisational and environmental factors, excluding personal lifestyle or individual traits. This allows us to map the "external math" of your role to see if the system itself is set up for sustainability or depletion.

Part 1: The Energy Outflow (Job Demands)

Rate each demand from 1 (Low) to 5 (High) based on the sustained effort required.

Demand Category	Description	Rating (1-5)
Workload	Simply having too much to do.	
Role Ambiguity & Conflict	Not knowing what is expected of you or being pulled in opposite directions.	
Physical Environment	Poor or stressful environmental conditions.	
Emotional Demands	Constant, taxing interactions with clients or colleagues.	

Total Demand Score: _____ / 20

Part 2: The Energy Inflow (Job Resources)

Review the list of potential resources. Determine if it is available (the workplace provides it) and if you actually utilise it (you feel safe or permitted to use it).

Job Resource	Available? (Yes/No)	Do I Use It? (Yes/No)
Organisational Level		
Pay: Fair compensation for your effort/needs.	☐	☐
Career Opportunities: A clear path for growth.	☐	☐
Job Security: Peace of mind regarding stability.	☐	☐
Interpersonal & Social Level		
Managerial Support: A supervisor who coaches/provides tools.	☐	☐
Healthy Team Climate: Trust and psychological safety.	☐	☐
Social Support: Colleagues you can ask for help.	☐	☐
Organising Work & Task Level		

Participation: Having a voice in work decisions.	☐	☐
Autonomy: Freedom to decide how/when to work.	☐	☐
Role Clarity: Knowing exactly where responsibilities end.	☐	☐
Feedback: Clear info on how you are performing.	☐	☐
Skill Variety: Using a range of different talents.	☐	☐
Task Identity: Seeing a project from beginning to end.	☐	☐
Task Significance: Feeling that your work matters.	☐	☐

Resource Audit: Scoring & Efficiency

Total Available Resources (Checkboxes in Column 1): _____ / 13
(This represents the organisation's potential to support you.)

Total Utilized Resources (Checkboxes in Column 2): _____ / 13
(This represents your actual protection level at this moment.)



Part 3: The performance Equation

The JD-R model suggests that stress is not caused by hard work alone, but by a lack of balance. Your results generally point toward one of two states:

The Growth State (High Demands + High Resources)

When high pressure is met with high support and autonomy, it leads to High Performance, Engagement, and Growth. This is sustainable because every withdrawal of energy is met with an equal deposit of resources.

The Depletion Zone (High Demands + Low Resources)

When high pressure is met with limited tools or support, you enter Depletion Territory. In this zone, your output exceeds your input. This makes exhaustion a logical, systemic outcome. The "math" of the role is simply not currently set up for long-term recovery.

Reflection