

	Cognitive	Emotional	Physical
Job resources	<ul style="list-style-type: none"> • increasing job autonomy and feedback, e.g. by increasing room to (co)decide on relevant work issues 	<ul style="list-style-type: none"> • increasing emotional support from supervisor and colleagues, e.g. by increasing room for discussing emotional issues between employee and supervisor • management training (e.g. on giving feedback) 	<ul style="list-style-type: none"> • purchasing more or better physical equipment • checking if physical equipment is used correctly
Recovery at/after work	<ul style="list-style-type: none"> • workshop effective cognitive detachment during and after work • increasing room to take a break when working on cognitive strenuous tasks 	<ul style="list-style-type: none"> • workshop effective emotional detachment during and after work • increasing organizing/deciding on 'time out' when something very emotional occurs 	<ul style="list-style-type: none"> • workshop effective physical detachment during and after work • establishing fitness programmes or other sport and physical activities (e.g. during lunch or other breaks/lunch strolling) aiming at recovery