

The Job Demand-Control-Support model



Research suggests that the amount of job satisfaction we feel is due to three factors (Karasek, 1990). First, we have to have a sense of control over the work we do. Next, we have to have a supportive boss. Third, we have to have supportive colleagues. As long as all three of those things are true, we're likely to enjoy our work.



If just one of those things falls out of balance, however, occupational well-being can shrink and even collapse altogether without additional support from the other two. In recent years, an increase in precarious work and the assignment of multiple projects has made job control much more difficult to achieve. This means that creating effective relationships at work is even more crucial now than it ever has been before.

List three things you can do to help your boss be more successful <i>Example: Anticipate her needs before she has them.</i>	List three things you can do to help your colleagues be more successful <i>Example: Join them for lunch and be a friendly ear.</i>	List three boundaries you might want to set to protect yourself. <i>Example: Engage in work-safe conversations.</i>
①	①	①
②	②	②
③	③	③

Reflect on the following questions:

- What is the difference between “helping someone be successful” and just “helping”?
- How do you draw the line between “helping” and doing someone else’s job for them?
- What kinds of helping scenarios might make you or others uncomfortable?