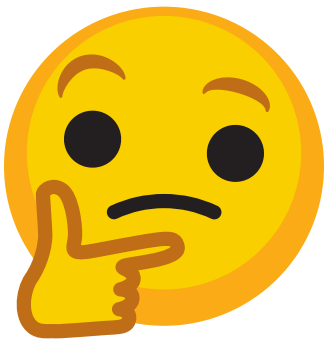


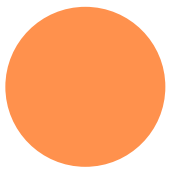
WORK UTILISATION MODEL

Are you busy, or busy?



Demoralisingly Under-Utilised

Passive / Low Strain



- I'm bored, feeling under valued or superfluous.
- I have no meaning or purpose in my role.
- I'm lacking sufficient mental stimulation.
- I'm not having my intellectual needs met.
- I don't see value in my contributions.

Deliciously Well-Utilised



Active

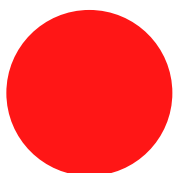


- I'm very well utilised and safely stretched.
- I have work challenges that are within my control.
- I have stretch tasks that enable me to grow.
- I have opportunities to develop.
- I have work tasks that enable me to achieve.



Distastefully Overloaded

High Strain



- I have very high work demands.
- I have no ability to control the flow or regulate or negotiate priorities.
- I am in a pattern of 'normalised' work overload.
- I have not received support when I have challenged my work demands.