

Self-Care Strategies and Job-Crafting Practices as Predictors of Work-Life Balance, Work Engagement, and Burnout

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Driven to Discover

Self-Care & Job Crafting

- Self-care is defined as “a multidimensional, multifaceted process of purposeful engagement in strategies that promote healthy functioning and enhance well-being” (Dorociak et al., 2017, p. 326).
- Job crafting is a job redesign strategy that focuses on how employees change or tweak certain aspects of their jobs in response to job demands (Bakker & Demerouti, 2007).

Method

- 826 ABA practitioners completed a survey containing sociodemographic and job-related items and items from validated scale measures.
- Measures: Self-Care Assessment for Psychologists (Dorociak et al., 2017), Work/Life Balance Self-Assessment Scale (Smeltzer et al., 2016), Utrecht Work Engagement Scale (Schaufeli et al., 2019), Oldenburg Burnout Inventory (Demerouti et al., 2010).

Summary of Results

- **72%** of participants reported moderate to high levels of **burnout** (supports previous research).
- As the use of self-care strategies and job crafting practices increases, work-life balance and work engagement increase; disengagement and exhaustion decrease.
- **Life balance** strategies were the second most frequently used type of self-care strategy among participants; demonstrated the greatest negative relationship to **exhaustion**.
- **Increasing challenging job demands** was the second most frequently used job crafting practice; demonstrated the greatest negative relationship to **exhaustion**.

Scan the QR Code to download a PDF document containing the data tables and the full list of references associated with this research study.



Discussion & Implications

- Self-care was a stronger predictor of work-life balance, work engagement, and burnout.
- Decreasing hindering job demands (a job crafting practice) was negatively related to work engagement; activities deemed as hindering to the individual employee also improve their engagement in their work.
- Individual items from the *SCAP* and *JCS* self-report measures provide a useful starting point for identifying and defining measurable and objective target behaviors for behavior change plans and evaluation in single-subject intervention research.
- Graduate training curricula, supervision and mentoring experiences should include information related to managing burnout, developing a personal and professional self-care plan, and creating a culture within the profession that supports efforts to maintain wellbeing.

For more information and a link to the advanced online publication of this work, please email Dr. Julie Slowiak at jslowiak@d.umn.edu