**Demands**
- Quantitative demands
- Emotional demands
- Demands for hiding emotions
- Work - privacy conflict

**Influence and development**
- Influence at work
- Degree of freedom at work
- Possibilities of development
- Meaning of work
- Workplace commitment

**Further parameters**
- Job insecurity

**Supplementary scales**
- Conflicts with clients
- Shift work
- Teacher items
- …

**Interpersonal relations and leadership**
- Predictability
- Role clarity
- Role conflicts
- Quality of leadership
- Social support
- Feedback
- Social relations
- Sense of community
- Mobbing

**Strain (effects, outcomes)**
- Job satisfaction
- Intention to leave
- General health
- Burnout
- Cognitive stress
- Satisfaction with life