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Stellingen behorende bij het proefschrift

Work Engagement: An Episodic Perspective

Andrea M. Reina-Tamayo

1. Even highly engaged employees experience moments that are less engaging, for example, when involved in an activity with conflicting instructions. (*dit proefschrift*)
2. During a work activity, episodic job resources and mindfulness have an immediate alleviating effect when employees face hindrance job demands. (*dit proefschrift*)
3. Conflicts instigated by a colleague undermine the motivational potential of episodic job resources. (*dit proefschrift*)
4. Attentional pull (i.e., experiencing attraction) towards a task facilitates the dedication of all cognitive resources to the task, while cognitive interference prevents it. (*dit proefschrift*)
5. Employees become more fatigued when simultaneously confronted with episodic job demands and cognitive interference. (*dit proefschrift*)
6. Affect is not well conceptualized as a between-persons construct. It is actually an experiential state that varies meaningfully within individuals over time. (Beal, Weiss, Barros, & MacDermid, 2005)
7. Change is the only constant in life. (*Heraclitus*)
8. If we really want to understand motivational and affective processes at work, we need to investigate what happens at the work task level. (Sonnentag, 2017)
9. The only thing that is ultimately real about your journey is the step that you are taking at this moment. That's all there ever is. (*Eckhart Tolle*).
10. Concentrate all your thoughts upon the work at hand. The sun's rays do not burn until brought to a focus (Alexander Graham Bell).
11. The calling of God will never take you, where the love of God will not protect you.