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Needs-based crafting: the antecedents and outcomes of employees' crafting in different life domains

Kosenkranius, Merly

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PROPOSITIONS

Belonging to the dissertation

Needs-based crafting: The antecedents and outcomes of employees' crafting in different life domains

by

Merly Kosenkranius

1. Needs-based crafting is a holistic way for employees to reflect on their individual needs satisfaction and proactively make adjustments to live in accordance with what is truly important to them. (this dissertation)
2. Each of the six DRAMMA needs (i.e., need for detachment, relaxation, autonomy, mastery, meaning, and affiliation) may drive employees' needs-based crafting efforts both at work and during their non-work time. (this dissertation)
3. Employees' energy levels follow an inverted U-shaped trajectory over the course of the day with needs-based crafting providing an energetic boost throughout the day up until the end of the day. (this dissertation)
4. People may have and seize more opportunities to craft in the non-work domain than at work. (this dissertation)
5. Implementing individual-level off-job crafting interventions in organizations can be a complex and challenging endeavor entailing various practical challenges. (this dissertation)
6. Needs-based crafting is an intrinsically motivated process that could be promoted as an additional preventive tool by the occupational health services. (this dissertation)
7. Just as runners can proactively prevent running out of energy during a marathon, employees can use needs-based crafting to proactively manage their daily energy. (this dissertation and personal experience)
8. Conducting research on needs-based crafting may change how one views one's own work and non-work activities.
9. Doing a PhD is a marathon, not a sprint.
10. *"Nothing makes a player more productive than the last minute."* (John Kessel)