

Abstracts of the 33rd International Congress on  
Occupational Health 2022 (ICOH 2022) 6–10  
February 2022

Safety and Health at Work  
Volume 13, Supplement (January 2022)

**Sp42-4**

***Crafting work and leisure for recovery and optimal functioning  
across life domains***

*Jessica de Bloom<sup>1</sup>, Miika Kujanpää<sup>2</sup>, Merly Kosenkranius<sup>3</sup>,  
Ulla Kinnunen<sup>4</sup>, Floor Rink<sup>3</sup>, Christine Syrek<sup>5</sup>, Hoda Vaziri<sup>6</sup>,  
Louis Tay<sup>7</sup>, Georg Bauer<sup>8</sup> and Akihito Shimazu<sup>9</sup>*

<sup>1</sup> Tampere University/ University of Groningen, Psychology/ HRM & OB, Tampere/Groningen, Finland/ The Netherlands,

<sup>2</sup> University of South-Eastern Norway, USN School of Business,

<sup>3</sup> University of Groningen, HRM & OB, Groningen, Netherlands, <sup>4</sup> Tampere University, Psychology, Tampere, Finland,

<sup>5</sup> Department of Management Sciences, University of Applied Sciences Bonn-Rhein-Sieg, Germany, <sup>6</sup> University of North Texas,

Department of Management, Denton, USA, <sup>7</sup> Purdue University, Department of Psychological Sciences, West Lafayette, USA, <sup>8</sup>

Center of Salutogenesis, Epidemiology, Biostatistics and Prevention Institute, University of Zurich, Zurich, Switzerland, <sup>9</sup>

Department of Policy Management, Keio University, Tokyo, Japan

**Introduction:** Recovery experiences have thus far been portrayed as experiences that simply “happen” to people. However, recovery can also be understood from a crafting perspective; that is, individuals may proactively shape their work and non-work activities to recover from stress, satisfy their psychological needs, and achieve optimal functioning.

**Materials and Methods:** In my talk, I will present the theoretical basis of needs-based crafting based on a conceptual review of the literature. Moreover, I will present empirical findings on the validation of a newly developed off-job crafting scale.

**Results:** In five sub studies, we found that off-job crafting was related to optimal functioning over time. Moreover, the newly developed off-job crafting scale had good convergent and discriminant validity, internal consistency, and test-retest reliability.

**Conclusions:** Theoretical and empirical evidence suggests that needs-based crafting can enhance optimal functioning in different life domains and support people in performing their work duties sustainably. Proactive attempts to achieve better recovery through needs satisfaction may be beneficial in an intensified and continually changing and challenging working life. Our line of research provides important avenues for organizational research and practices regarding recovery and needs satisfaction occurring at work and outside work.