

Online resource 1 Logic Model of Change

Change objectives

Personal determinants (behavior):

- Knowledge of regulations and laws
- Knowledge of the availability occupational health services for support
- Positive attitude towards occupational physicians
- Beliefs of positive outcomes of disclosure and asking for adjustments/support
- No fear of stigma
- Acceptance of disease and awareness of symptoms
- Sufficient self-management skills
- Sufficient self-efficacy for the POs
- Positive value of self-image ('being normal')
- Positive attitude towards work

Change objectives

Personal determinants (environment):

- Knowledge of chronic conditions and work and policies with employer and co-workers.
- Managers' and HR personnel's skills in communicating and supporting employees with chronic conditions
- Employers' positive attitude towards employees with chronic conditions and preventive measures
- **OPs' positive attitude toward collaborating with the work environment**
- **OPs' skills in communicating and collaborating with employers**
- Health care providers' value on importance of work and discussion of work related

Performance objectives (behavior):

1. Decide in which cases disclosure of the chronic condition could be of help for sustainable employability and follow-up on these decisions (designating when to disclose, to whom and what information)
2. Ask for adjustments and support from employers, co-workers, the social environment, and health care providers
3. Make decisions with the aim of fitting the job to personal capacities and to maintain balance in life and follow-up on these decisions
4. Manage limitations and respond to symptoms at work

Performance objectives (environment):

2. **Organizational:**
 - 2.1.1. OP creates awareness within the organization of the need for an organizational policy to facilitate employees with chronic conditions staying at work
 - 2.1.2. OP guides the employer in exploring organizational barriers which inhibit employees with chronic conditions from exerting self-control
 - 2.1.3. OP guides the employer in exploring possible solutions for these organizational barriers which inhibit employees with chronic conditions from exerting self-control
 - 2.1.4. OP helps to create an organizational policy and a supportive work environment to facilitate the ability of employees with chronic conditions to exert self-control and stay at work

Behavioral outcome:

The employee with a chronic condition will exert self-control

Health & quality of life:

- Working healthy
- Prevention or early identification of work related problems
- Balancing work, health and personal life
- Sustainable employment

Environmental outcome:

1. **Interpersonal:**
 1. Social environment supports employees with exerting self-control
2. **Organizational:**
 1. **Occupational physicians collaborate with the work environment in supporting employees with chronic conditions to exert self-control**
 2. The work environment supports employees with exerting self-control;
 3. Medical specialists communicate about work related problems and refer to occupational health professionals
 4. Providing training (skills) and information on managing the disease and work by health care provider.
3. **Community:**
 1. Visibility of occupational health services for preventive support;
 2. Dealing with prevention of work related problems in health care