

Online resource 3

Table 1 Theoretical methods for the selected determinants

Change objective (per determinant)	Theoretical methods	Parameters	Practical applications
CO A1-4	Shifting perspectives	Requires social and organizational skills	OPs form workgroups and organize meetings with different stakeholders (e.g. employees, HR managers and supervisors) in an organization
CO A1-4	Environmental re-evaluation	Stimulation of cognitive as well as affective appraisal for improving appraisal and empathy skills	Stakeholders in the workgroup discuss the benefits of exerting self-control at work for employees with chronic conditions and their employers
CO A2; S2; P2	Organizational diagnosis and feedback	Requires consciousness raising, feedback and communication skills	The workgroup discusses and identifies potential barriers to exert self-control within their organization from different stakeholders' perspectives
CO A3; S3; P3	Participatory problem solving	Requires willingness to accept working group participants as equals; requires creative thinking and appropriate motivation	The workgroup discusses and brainstorms about possible solutions for these barriers to better support their employees in exerting self-control within their organization
CO A4; S4; P4	Structural redesign Systems change	Requires management authority and agreement Methods and actors depend on the level of the system	Agreed solutions are implemented in new or existing policy within a certain timeframe