

Group intervention

Session 1:

- Normalization
- Functional implications
- Theories of pain & fatigue
- Need to self-manage

Session 2:

- Problem solving
- Job flexibility & leeway
- Time-based pacing
- Work style

Session 3:

- Effective communication
- Workplace roles
- Being judicious
- Issues of disclosure

Session 4:

- Coping strategies
- Negative thoughts
- Mindfulness
- Social support

Session 5:

- Goal setting
- Group problem solving
- Role play
- Group cohesion & support

Self-efficacy at work

Belief that my personal efforts to self-manage symptoms at work may improve my job effectiveness and satisfaction

Belief that I can modify job tasks and alter my work style to reduce discomfort and improve job performance

Belief that I can express needs at work judiciously and in appropriate ways without problems or embarrassment

Belief that I can anticipate and react to problems and cope with temporary setbacks without feeling irritable and worthless

Belief that I can apply self-management principles in my job and rely on occasional assistance and support

Workplace Problems:

- Health symptoms can make work more burdensome and exhausting
- Jobs are not flexible enough to accommodate special health needs
- Complaining about your health can lead to conflicts with supervisors and co-workers
- Physical limitations can lead you to feel worthless and down about your work

Outcomes:

Workplace function

- Work limitations
- Work engagement
- Work-related fatigue

Workplace coping

- Sickness absence
- Turnover intention
- Job satisfaction

Health status

- Physical function
- Well-being
- Health care use