

Determinant	Methods from theory	Strategy	Tools/Materials
Risk perception and knowledge.	Passive learning/providing information. Active processing of information.	Providing written and verbal information. Evaluating understanding.	Letter sent to workers about research. OP explains early RTW does not increase complaints. OP explains about risk to end in work disability scheme. Researcher explains PW-intervention in phone call and sends invitation with brochure, OP also explains and RC guides PW-intervention. RC contributes to brainstorm for solutions. OP instructs inventory of stressors to E as home assignment. Inventory of obstacles for RTW in PW-intervention.
Attitude	Verbal persuasion	Providing arguments.	OP provides arguments why sick leave does not have to be experienced passively, change of behaviour. OP and RC emphasize the importance of consensus.
Skills	Guided practise.	Guided practise.	Practise explanation of obstacles to S with RC.
Self-efficacy	Positive reinforcement	Providing feedback Evaluation	RC focuses on work abilities of E. RC performs an evaluation by phone.
Outcome expectations	Check for comprehension.	Ask E to summarize.	OP and RC ask E to summarize expectations about PW-intervention.
Safety and equality	Guidance by independent person. Create openness and respect.	Train RC to guide PW-intervention. Respect each others obstacles and solutions.	Train RC to guide PW-intervention. RC avoids discussion between E and S about truth of obstacles.
Support	Prevent inhibition. Support from work environment.	Avoid fixed appointments about RTW before starting PW-intervention. Participation of supervisor in RTW process.	OP does not establish RTW date before starting PW-intervention. An increased participation of supervisor in RTW process through PW-intervention.