

Return to work (RTW) self-efficacy:

Personal factor for workers with a *Musculoskeletal Disorder (MSD) or Common Mental Disorder (CMD)*

Interpretation:

A high RTW self-efficacy has a positive impact on return to work and can reduce the duration of absence of workers with a MSD or CMD.

Proposed measurement tool (★★★):

Return-to-work self-efficacy scale – 10 items.

Intended Workers:

This tool was developed to assess workers with a MSD only.

Caution:

This factor can only be evaluated by accredited professionals. Venturing into the evaluation of this factor is therefore prohibited. If you suspect that this factor may be involved, you must rely on the professionals in question. Self-administration or the administration of a questionnaire by an unqualified person may lead to undesirable consequences such as the calculation of erroneous scores and the misinterpretation of results that may result.

However, the elements (items or portion of interview) constituting this tool can provide additional information to other return to work actors or stakeholders, such as the actors from the organization (employer, human resources, supervisor, union representative, etc.). This allows for a better understanding of what the factor implies, which in turn can help to target some more specific elements or needs that would require (1) a possible intervention (using an accredited professional) or (2) adjustments of the organization, especially in terms of prevention.

Return-to-work self-efficacy scale (RTWSE scale)

This questionnaire has been prepared to collect information about your return to work self-efficacy. Circle the number that most closely matches your situation.

	Not confident at all	Not confident	Slightly confident	Moderately confident	Totally confident
1. Will be able to talk to supervisor if problems occur during return to work.	1	2	3	4	5
2. Can discuss with supervisor about things that contribute to pain.	1	2	3	4	5
3. Explain physical limitations to supervisor.	1	2	3	4	5
4. Suggest way to reduce discomfort to supervisor.	1	2	3	4	5
5. Will be able to remain once back at work.	1	2	3	4	5
6. Can continue working despite pain.	1	2	3	4	5
7. Can avoid re-injury.	1	2	3	4	5
8. Can manage pain effectively while you work.	1	2	3	4	5
9. Can get co-workers to help you.	1	2	3	4	5
10. Explain physical limitations to co-workers.	1	2	3	4	5

→ Total score (sum of the 10 items): / 50 (possible range: 10-50)

Scoring instructions

The summation of the score of the 10 items gives the final score, which can vary between 10 and 50 points.

Interpretation of scores

A higher score means a higher self-efficacy.