

# Return to work (RTW) self-efficacy:

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

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### 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.

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### Proposed measurement tool (★★):

Return-to-work self-efficacy questionnaire (RTW-SE) – 11 items.

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### Intended Workers:

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

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### 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 questionnaire (RTW-SE)

Please respond to the following statements about your jobs, imagining that you would start working your full contract hours again tomorrow (in your present emotional state/ state of mind).

If I resumed my work fully tomorrow I expect that...

	Totally disagree	Moderately disagree	Slightly disagree	Slightly agree	Moderately agree	Totally agree
1. I will be able to cope with setbacks.	1	2	3	4	5	6
2. I won't be able to complete my work tasks due to my emotional state.*	1	2	3	4	5	6
3. I will be able to set my personal boundaries at work.	1	2	3	4	5	6
4. I will be able to perform my tasks at work.	1	2	3	4	5	6
5. I will be able to deal with emotionally demanding situations.	1	2	3	4	5	6
6. I will have no energy left to do anything else.*	1	2	3	4	5	6
7. I will be able to concentrate on my work.	1	2	3	4	5	6
8. I will be able to cope with work pressure.	1	2	3	4	5	6
9. I won't be able to handle potential problems at work.*	1	2	3	4	5	6
10. I can motivate myself to perform my job.	1	2	3	4	5	6
11. I can deal with the physical demands of my work.	1	2	3	4	5	6

→ Sum of each column: ..... + ..... + ..... + ..... + ..... + ..... =

→ Score total (mean of 11 items: ..... ÷ 11 = ..... / 6 (possible range: 1 – 6)

\* See instructions with regard to these items for calculating the score

## Scoring instructions

To calculate the mean score of the questionnaire, sum the scores to the statements, taking into account the inverted items, then divide by 11 to get the mean. The final score can then vary between 1 and 6.

For the inverted items (2, 6 and 9), the response scale becomes:

- Strongly disagree = 6
- Moderately disagree = 5
- Slightly disagree = 4
- Slightly agree = 3
- Moderately agree = 2
- Strongly agree = 1

## Interpretation of scores

A score of 4.5/6 or more is considered as high level of self-efficacy (Volker *et al.* 2015).

Volker, D., et al., Return-to-work self-efficacy and actual return to work among long-term sick-listed employees. *Journal of Occupational Rehabilitation* , 2015. 25(2): p. 423-431.