

# Positive expectations regarding return to work or duration of sick leave:

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

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### Interpretation:

Positive expectations regarding return to work or duration of absence have a positive impact on these outcomes for workers with a MSD or CMD.

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### Proposed measurement tool (★★):

Work related recovery expectation questionnaire – 3 items (Gross & Battié, 2005a, 2005b).

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### Intended Workers:

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

## Work related recovery expectation questionnaire

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

|                                                                                                          | Strongly disagree | Disagree | Neutral | Agree | Strongly agree |
|----------------------------------------------------------------------------------------------------------|-------------------|----------|---------|-------|----------------|
| 1. I believe I am physically unable to return to my usual work activities.                               | 1                 | 2        | 3       | 4     | 5              |
| 2. I believe my symptoms would become worse if I were to return to my usual work activities now.         | 1                 | 2        | 3       | 4     | 5              |
| 3. I believe that my injury will interfere with my ability to do my usual work activities in the future. | 1                 | 2        | 3       | 4     | 5              |

→ Final score (sum of the 3 items): ..... / 15 (possible range: 3-15)

## Scoring instructions

The summation of all items gives the final score. The final score can vary between 3 and 15.

## Interpretation of scores

A low score indicates positive expectations, which has a positive impact on return to work.