

# Development of an intervention to enhance self-management at work for workers with a chronic disease using Intervention Mapping

## Mapping

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**OBJECTIVE:** To explore how occupational physicians can optimally support workers with a chronic disease in improving their self-management at work and developing an intervention using Intervention Mapping (IM) as a tool. This study describes step 1 in the IM process, the needs assessment.

**METHODS:** The needs assessment consists of **a)** synthesis of qualitative studies focusing on barriers, facilitators and strategies for staying at work with a chronic disease, **b)** focus groups with workers with a chronic disease and occupational physicians (OP). IM step 2-6 will be conducted at a later stage.

**RESULTS of a:** Qualitative synthesis: three domains play a role in staying at work: 1. work environment, 2. personal factors and 3. disease-related factors.

### RESULTS of b:

Looking at possibilities

Advice on adjustments and jobcoaching

Creating support with HRM and employers

Reducing fear and giving confidence

Someone to talk to (sparring partner)

Early intervention and discussing future scenarios

Visibility of OP

Taking into account the personal situation

Fitting the job to the capacities of the worker



**CONCLUSION:** These different insights are helpful in developing an intervention for occupational health professionals that enables them to support workers with a chronic disease to continue working, maintain productivity and to prevent sick leave and job loss.

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