

Presentation Title	Place in Schedule
Translation and Adaptation of a Total Worker Health Intervention	Concurrent Session 6.4 <i>Day 3 – Thursday May 10th, 2018 4:05 – 5:30pm</i>
Description of Presentation	Presenter Name(s) And Credentials
<p>The American Psychological Association’s (2017) annual Stress in America surveys have consistently shown that work provides one of the most significant sources of stress in individuals’ daily lives. To help combat this stress, organizational researchers have begun to develop Total Worker Health interventions targeted at reducing stressors and strains that plague employees’ lives. One such intervention is the Safety and Health Improvement Program (SHIP; Hammer et al., 2015), developed by researchers at the Oregon Healthy Workforce Center. The SHIP intervention has effectively improved health outcomes (i.e., blood pressure), but has not yet shown evidence of improved safety outcomes. Hammer and colleagues recommended that the intervention be refined and adapted to new industries.</p> <p>To help meet this call, a series of pilot studies was conducted to assess employees’ experiences and needs in the United States Forest Service (USFS). The pilot studies found that role ambiguity and work overload were employees’ most commonly reported concerns, as recent organizational changes (e.g., budget constraints, staff reductions) had shifted tasks and responsibilities beyond defined work roles. Furthermore, employees reported that improvement was needed both to better prioritize safety over productivity and to reduce stress arising from work-family issues. Finally, employees indicated desire for increased supervisor support and communication.</p> <p>To meet USFS employee needs, a strategy was developed to tailor the content of the existing SHIP intervention to better focus on issues within the USFS. While the existing intervention already targeted increasing supervisor support for employee safety and work-family needs (Hammer et al., 2015) and</p>	<p>MacKenna Perry, PhD <i>Oregon Health & Science University</i></p>

contained modules and techniques applicable to the USFS context (e.g., supervisor support), adaptation allowed for the addition of a focus on role clarity support. The newly adapted intervention, called the Supervisor Training and Team Education Program (STTEP), targeted improvements in supervisor support for employees' safety, work-family, and role clarity needs. The intervention included two primary components given to supervisors and team leads: a one-hour computer-based training and a subsequent two-week behavior-tracking exercise. Details of the adaptation strategy and training design will be presented.

To evaluate the effectiveness of the intervention, participating forests were divided into an intervention condition and a control condition. Supervisors and employees (N = 210) completed baseline and followup surveys, with the training implemented between baseline and follow-up surveys. We hypothesized that the STTEP training would (1) improve employee work outcomes (e.g., decrease role ambiguity) and work-family experiences and (2) improve employee health, safety, and well-being. These changes were expected to occur through increases in perceived support from supervisors and team leads. Results of intervention effectiveness analyses will be presented. Overall, by training supervisors and team leads to improve social support behaviors, this study seeks to develop a greater understanding of the contextual factors that may boost (or obstruct) positive work, family, safety, and health outcomes. Furthermore, by adapting an existing Total Worker Health intervention to meet the needs of a novel organizational context, this study presents a unique perspective on intervention design and implementation that may be useful in both academic and practitioner applications.

References

American Psychological Association (2017). Stress in America: Coping with Change. Stress in America™ Survey. Retrieved from <http://www.apa.org/news/press/releases/stress/2017/technology-socialmedia>.

PDF

Hammer, L., Truxillo, D., Bodner, T., Rineer, J., Pytlovany, A., & Richman, A. (2015). Effects of a workplace intervention targeting psychosocial risk factors on safety and health outcomes: Psychosocial factors and workers health and safety [Special issue]. *BioMed Research International*, 1-12, DOI: 10.1155/2015/836967