

Presentation Title	Place in Schedule
Exploring Individual and Organizational Stress-reducing Interventions Across Industries	Concurrent Session 2.2 <i>Day 2 – Wednesday</i> <i>May 9th, 2018</i> <i>2:30 – 3:45pm</i>
Description of Presentation	Presenter Name(s) And Credentials
<p>Exploring Individual and Organizational Stress-reducing Interventions Across Industries</p> <p>Ann Marie Dale¹, Stephanie Kibby², Jaime Strickland¹, Bradley Evanoff¹</p> <p>1. Washington University, School of Medicine, St. Louis, Missouri</p> <p>2. Washington University, Program in Occupational Therapy, St. Louis, Missouri</p> <p>Introduction: Stress is increasingly recognized as a significant health issue among working adults. While many workplace health promotion programs attempt to support the psychosocial needs of workers through individual-level intervention strategies, few programs address work organizational factors that influence work-related stress. Organizational-level interventions may create policies, procedures, and programs to reduce workplace stressors or aim to increase support from supervisors and co-workers. Interventions that combine organizational and individual-level strategies have been recommended. Past reviews have focused primarily on specific industries, types of intervention, or methods of delivery but have not provided a broad overview of workplace stress intervention studies. The purpose of this review is to describe types of stress interventions, targeted industries, and outcomes of the studies.</p> <p>Methods: This scoping review of the literature used the following procedures. Keywords selected from PICO categories (population, intervention, and outcome) were used to search titles, abstracts, and keywords from four electronic databases</p>	<p>Anne Marie Dale, PhD, OTR/L <i>Washington University School of Medicine</i></p> <p>Stephanie Kibby, OTD/S <i>Washington University School of Medicine</i></p>

(Scopus, Ovid Medline, Psych Info, Web of Science).

From the citations produced, two reviewers independently reviewed the titles and abstracts to retain articles that a) included a stress intervention strategy, b) related to the workplace, c) described the impact or efficacy of the stress intervention strategy on a health outcome, and d) had an outcome measure of intervention effectiveness.

Additional information extracted included the type of work, industry sector, type or description of the intervention, and the level of the intervention as individual, organizational, or both.

Discrepancies between reviewers were resolved using consensus. Planned

results will summarize the frequency of each intervention type, the organizational level targeted by the intervention (manager, employee), the outcome measures, and reported impact of the studied interventions.

Results: Our literature review returned 11,358 articles.

After excluding duplicates and ineligible articles from the title and abstract

reviews, 321 articles remained. Many of the excluded studies focused on identifying sources of work-related stress rather than on

intervention strategies. Preliminary results indicate that most published interventions focused on the individual worker (83%) rather

than organizational approaches. A disproportionate number of studies were conducted in healthcare workers (42%). There were a

wide range of stress management strategies described in the review, with the most common being mindfulness, cognitive

behavioral therapy, yoga, and multi-component strategies. Further analysis and information extraction will include ranking of study quality and intervention effect sizes.

Practical Implications: Stress is a common health problem for nearly all workers. Despite a large number of published articles

pertaining to worker stress, it is challenging to discern which intervention may be most suitable for a particular work setting or worker population. Preliminary results show that relatively few studies evaluate interventions, and that most interventions are directed at individual coping or resilience rather than at organizational change. This review will summarize the literature on stress management interventions evaluated in a variety of workplaces. Results from this review may be a resource for health professionals involved in workplace health to identify strategies that may overcome barriers to mental and physical health, and improve overall health and wellness for workers.

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