

Presentation Title	Place in Schedule
Promoting health and function among chronically ill workers: Evaluation of a self-management group Program	Concurrent Session 1.1 <i>Day 2 – Wednesday May 9<sup>th</sup>, 2018 1:00 – 2:15pm</i>
Description of Presentation	Presenter Name(s) And Credentials
<p>An important and growing source of job stress for many workers is the challenge of managing one or more chronic health conditions (CHCs) at work. CHCs can produce fluctuating symptoms, lead to periodic work absences, produce cycles of work intolerance and fatigue, increase injury risk, decreased work performance (presenteesim or work limitations), and involve complex self-care regimens. CHCs have a high and growing prevalence in the US workforce - one of every four 20-year old workers entering the workforce today can be expected to be receiving SSDI disability benefits before age 67. More employer programs are needed to improve communication, coping, and support to alleviate job stress and improve productivity among workers with CHCs. In this research trial (the “MANAGE AT WORK” study), volunteer workers with CHCs (N = 119) from 4 employers were randomized to a control group or to a 5-session (10-hour) group self-management intervention designed to improve mastery and coping over workplace problems related to health. The program was designed around the principle of self-efficacy and adapted materials from chronic pain and illness self-management programs for application at work. A specially-trained counselor from each company’s Employee Assistance Program (EAP) facilitated group sessions that were provided on-site after working hours. Surveys conducted at baseline and at 6- and 12-month follow-up were used to assess program efficacy, and the two primary outcome measures were work engagement (Utrecht Work Engagement Scale [UWES]) and work limitations (Work Limitations Questionnaire [WLQ]). Baseline measures showed poor health status, significant limitations to work productivity, and concerns about the future. In 2 x 3 (group by time) repeated measures analyses, individuals in the treatment group showed greater improvement in work engagement than controls,</p>	<p>Robert K. McLellan, MD, MPH, FACOEM <i>Geisel School of Medicine at Dartmouth</i></p>

interaction  $F(2,81) = 3.38, p < .05$ , while there were no significant group interactions on perceived work limitations,  $p > .05$ . Results of the study suggest that employees with CHCs may feel more energized about their work after participating in a group-level intervention intended to develop new coping skills, but more individualized approaches may be necessary to overcome specific job-related functional limitations. Group self-management workshops are one plausible method for employers to provide confidential support to workers with CHCs, but such programs may need to be combined with other forms of organizational support and accommodation.