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| Appendix 1. Scales and Item content. | | |
|  | **Scale** | **Item content** |
| Outcome | Work ability | 1. Current work ability compared with lifetime best |
| 2. Work ability in relation to mental and physical demands |
| 3. Number of current diseases diagnosed by a physician |
| 4. Estimated work impairment due to diseases |
| 5. Sick leave during the past 12 months |
| 6. Self-prognosis of work ability for the next two years |
| 7. Mental resources assessment |
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| Independent variables | Job demands | 1. Being requested to work excessively |
| 2. Not enough time to get the job done |
| 3. Hectic job |
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| Job autonomy | 1. Autonomy to make decisions on the job |
| 2. Little freedom to decide how to do work |
| 3. Opportunity to say a lot about what happens on the job |
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| Skill discretion | 1. Job requires to learn new things |
| 2. Job requires to be creative |
| 3. Job requires a high level of skill |
| 4. Opportunity to develop abilities |
| 5. Opportunity to do a variety of different things on the job |
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| Supervisor support | 1. Supervisor concerned about the welfare |
| 2. Supervisor pays attention to what I am saying |
| 3. Supervisor helpful in getting the job done |
| 4. Supervisor successful in getting people to work together |
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| Colleagues support | 1. Colleagues competent in doing their jobs |
| 2. People I work with take a personal interest in me |
| 3. Hostility or conflict from colleagues |
| 4. Friendly colleagues |
| 5. Colleagues encourage each other to work together |
| 6. Colleagues helpful in getting the job done |
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| Family-work conflict | 1. Taking frustrations out on your colleagues for the situation at home |
| 2. Problems with spouse/family/friends affect job performance |
| 3. Arriving late at work because of domestic obligations |
| 4. Being irritable at work for the situation at home |
| 5. Not fully enjoying work because worried about home situation |
| 6. Difficulty in concentrating on the job because of worries with domestic matters |
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| Health-oriented organizational climate | 1. Senior management acts decisively when concerns about health emerge among employees |
| 2. Health of the staff a priority for the organization |
| 3. Health prevention involves all levels of the organization |
| 4. Employees are encouraged to become involved in safety and health matters |
| 5. Manager/supervisor promotes information about disease prevention |
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| Flexible working hours for health reasons | 1. Opportunity for people with health problem to determine how to allocate his /her time and energies at work |
| 2. Flexibility in the schedule for health reasons |
| 3. Being free to work the hours when you feel better |
| 4. Opportunity to work at home for health reasons |
| 5. Supervisor acknowledges that one may have specific needs for health reasons |
| 6. Supervisor listens when you talk about your health |
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| Control variable | Resilience | 1. Being able to adapt to any change required by the situation |
| 2. Can handle unpleasant feelings about work |
| 3. Can deal with whatever comes at work |
| 4. Being not easily discouraged by work failure |
| 5. Can achieve work goals despite obstacles |
| 6. Even when facing work hardships, trying to see the humorous side of problems |
| 7. Coping with work hardships can strengthen me |
| 8. Tend to quickly bounce back after work hardships |
| 9. Thinking of myself as a strong person at work |