

## Title: Construct validity of a work environment impact scale

**Authors:** Corner, Kielhofner, Lin

**Major Finding:** The work environment impact scale (WEIS) has acceptable construct validity and internal consistency, and can be used to assess worker's perception of the work environment.

### Participants:

- 20 persons with acute psychiatric disabilities from two rehabilitation facilities
  - 85% major depression
  - 15% bipolar disorder
  - 15% secondary diagnosis of chemical dependency
- Gender: 12 males, 8 females; Age Range 21-52 years; Mean Age 36.5 years
- All engaged in productive employment within last 6 months

**Method:** Each subject participated in a 30-45 min semi-structured interview regarding the specific qualities of his or her workplace. The interviewer employed reflective listening to ensure accuracy of ratings on assessment items, and took notes.

**Analysis:** Rasch analysis.

### Findings:

- All 17 items met criteria for fit to the Rasch model, indicating that the WEIS had construct validity.
- All 20 workers had acceptable fit statistics, indicating therapists' ratings can be validly interpreted.
- The WEIS items spanned the entire range of worker ability, but the WEIS had limited ability to identify differences in perceived environmental support (person separation index = 1.63; item separation index = 1.57).

- **Conclusion:** The WEIS provides a structured means for examining worker performance, satisfaction, and well-being as related to the specific qualities of the workplace. The items define a single construct, and can be used appropriately with workers with psychiatric disabilities.

**Implications for future research:** Administration should be conducted by multiple raters across a sample from different hospitals and with varying degrees of both psychiatric disability and work performance.

### Evidence-based practice implications:

- **The WEIS provides insight into how persons experience their work environments and fosters a self-reflective process in which the worker can become more knowledgeable, confident, and empowered to effect changes.**
- **Action plans for environmental modifications can be made based on WEIS ratings to enhance work success.**

Corner, R. A., Kielhofner, G., & Lin, F. (1997). Construct validity of a work environment impact scale. *Work*, 9, 21-34.

