

Title: The Worker Role Interview– Preliminary Data on the Predictive Validity of Return to Work of Clients After an Insurance Medicine Investigation

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Major Finding: Preliminary findings suggest that five of the WRI items possess tentative predictive validity for return to work of clients.

Participants:

- 189 clients at a hospital associated with the National Social Insurance Board in Sweden (an insurance investigation center) who were assessed for work ability were contacted to participate in a 2-year follow-up after initial investigation
 - Primary participant group (48 clients): Clients who responded to first mailed request for participation & who had available WRI ratings
 - Secondary participant group (74 clients): Clients who responded to second mailed request for participation & clients who did not have available WRI ratings

Method: Consecutively selected clients over a 10 month period of time were contacted by mail (1-2 attempts) for follow-up 2 years after initial investigation. Investigators examined participant WRI ratings, case reports, and a 3-item questionnaire.

Analysis: Mann-Whitney U test, Fisher's exact probability test, Student's t test, chi-square test. All data was analyzed using SPSS.

Findings:

- 5 out of 17 items on the WRI have predictive validity for return to work.
- Personal causation is the content area with the best predictive validity; all 3 items were significantly different for working adults versus nonworking adults
- The ability to internalize work expectations was shown to be supportive of return to work.
- Participants who returned to work were more likely to perceive the physical environment as supportive.

Conclusion: 5 of the 17 WRI items possess tentative predictive validity for return to work for clients at an insurance medicine investigation center.

Implications for future research: Additional research using larger samples are needed to further explore the predictive validity of the WRI for return to work.

Evidence– based practice implications:

- **The WRI is a useful tool to structure assessment of individual perceptions related to return to work.**
- **Clinicians should consider the client's beliefs and expectations of his/her abilities and perceptions of the work environment when exploring strengths and challenges related to return to work and determining subsequent rehabilitation needs.**
- **A client's personal causation related to the worker role may be the largest determinant of successful return to work.**

