



Model of Human Occupation

Archived List Serv Discussion

Work Environment Impact Scale

April 16, 2008

Hi

I am an OT working in Cheltenham/Tewkesbury Recovery team with working age service users who have mental health problems. The OTs in our service currently use MOHO in practice and we have been actively focusing on vocational occupation. We have been looking at MOHO tools to implement and have used the Worker Role Interview with some success. We also are interested in using the WEIS, as this seems to be an interesting tool for more precise assessment of a job and the impact of the environment on ability to conduct the tasks within that particular job. We have a query about using the tool. The topics raised in the interview are very pertinent and useful, the manual gives helpful suggestions for more detailed questions and there is an example of a completed interview with rated scale. However, in comparison with other MOHO manuals such as the MOHOST and OCAIRS, there seems to be a lack of information on how to rate the WEIS. We wonder whether someone maybe able to give us some advice about the rating scale as we are wishing to use this tool more so with service users. Thank you!!

Lisa Carson & Ruth Eustace

April 16, 2008

Hello Lisa and Ruth,

The WEIS was developed some time ago and has not undergone a revision as some other tools. When we have revised tools more recently, we have tended to add more support materials for how to do the rating. That said, our research in the past does indicate that reviewers who read the WEIS manual are able to become valid raters without training. I think if you begin to use it, and perhaps have a few meeting to discuss ratings of clients, you will find the instrument is not hard to rate. Keep in mind that the purpose of the assessment was to identify supports and strengths in the work environment to build upon and areas of weakness or problem that need to be addressed. The 4 point rating scale carries the same implicit meaning as our other rating scales and I always suggest the following common sense metric to these scales

highest rating--things are very good (in this case support is high for the person)
second highest rating--things on balance are more good than bad) room for improvement but acceptable (in this case the environment on balance provides more support than hindrance)
Second lowest rating--things on balance are more bad than good) conditions are not the worst but less than they should be and need to be addressed (in this case the environment on balance provides more hindrance than support)
lowest rating--things are bad--the environment basically is a hindrance in this aspect of the person and definitely need to be addressed--priority for making change/adaptation in the environment.

Follow that logic and you should be on track.

Note also that one can complete the WRI and WEIS interview as a combined interview which is time-efficient.

Unlike the WRI that can be applied to all vocational clients, The WEIS needs to be applied to clients to have a current or recent work context to report upon.

Gary Kielhofner

April 18, 2008

Hi Lisa, Ruth,

Just a quick response to say, I think that if you are already familiar with the WRI then you'll have no problem using the WEIS rating. The tools complement each other so well and a skilled therapist will notice environmental issues raised by the WRI and role issues raised by the WEIS. I tend to teach people the WRI first because the criteria are so helpful, but they are only there to assist the key ratings: strongly supports, supports, interferes or strongly interferes. Once you've used these ratings for the WRI, it's not hard to transfer your knowledge of their meaning to the WEIS, which (as you know) shares the same rating scale.

I'm sure you'll enjoy extending your analysis with the WEIS and trust that it will lead to better treatment outcomes.

Best wishes

Sue Parkinson