

Monitoring the Work Capability of People with Limited Work Capacity (LWC)

Gemma M. C. van Ruitenbeek* · Fred R. H. Zijlstra* · Ute R. Hülshager*

*Department of Work and Social Psychology, Faculty of Psychology and Neuroscience, Maastricht University, P. O. Box 616, 6200 MD Maastricht, The Netherlands

Purpose Participation in work positively affects mental health especially for people with limited work capacities (LWC)¹. Notwithstanding their limitations, people with LWC are capable to provide a productive contribution dependent on adequate support and a suitable job. How can the individual support enhanced in daily practice?

Approach A certain level of self-understanding is crucial for professional and personal development. This can be enhanced with the help of tailored measures that enables people with LWC to reflect on their strengths and weaknesses. For that reason we developed self-report and observer measures. We adjusted measures of mental ability, conscientiousness, self-efficacy, and coping by simplifying the language level. In order to validate these measures tested dimensionality, internal consistency, test-retest reliability, and conducted confirmatory factor analysis (CFA).

Results Our studies assured that the adapted scales possess factorial validity, content validity and internal consistency reliability, which means that they are reliable for people with LWC.

Limitations, These studies don't cover criterion related validity.

Practical Implications The measures form the basis of an instrument that monitors the development of people with LWC over time. The instrument is already implemented in several organizations. Participants ($N=180$) received via their personal coach an individual report of their scores, the meaning, the differences between the self-report and observer scores after each measurement. Professionals report that in their opinion the measures do help people with LWC to reflect on their strengths and weaknesses and that this enables personal development.

Added value WOP can benefit from these tailored and reliable measures to study more accurately relationships between personality traits and work performance in this specific population.

¹ people that are limited in their work capacity as a consequence of chronic mental illness, psychological or developmental disorder