


Instrument & Item Selection

**Evaluating the Effectiveness of:
“Complex Issues. Clear Solutions”**

**The 2nd Canadian Congress on
Research on Mental Health and Addiction in
the Workplace
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B. Stringer (stringb@mcmaster.ca)
T. Haines (hainest@mcmaster.ca)
M. A. Baynton (mabaynton@ontario.cmha.ca)

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Background

According to a national Canadian survey:

- 12% of adults suffer from mental illness or/and substance dependence each year;
- Workers aged 40-45 yrs are at highest risk


And in a Québec study:

- 43% of workers reported elevated stress, compared to 20% in the general population



Study Rationale

- Work related mental health problems cause significant morbidity & cost.
- Little rigorous research evaluating work related interventions.
- This is a report of the first phase of a feasibility study investigating the effectiveness of a one day workshop intervention developed and given by the CMHA.



Study Objective & Methods

Selection of items & instruments for measurement in a before and after study:

- Experts provisionally selected items & questionnaires
- Focus groups held with managers & union reps to identify the priority issues about occ'l mental health & most feasible means of administration
- Newly assembled questionnaire pilot tested.



Provisionally Selected Items & Questionnaires

March/April 2006

With guidance by the CMHA educator researchers identified Qs measuring:

- mental & physical health
- stress & stigma
- workload, decision latitude, productivity
- atmosphere for discussing mental health with supervisors
- impact of mental health problems on work
- perceptions on RTW



Focus Groups

June 2006

Focus groups held with:

11 manager & worker reps from government workplace & 11 bank managers on:

- 1) Perceptions of work related mental health
- 2) Appropriateness of scales and items identified by researchers for use
- 3) Length of work time that could be spent completing the questionnaire
- 3) Paper vs electronic methods
- 4) Response enhancement.




Assembled Questionnaire

Provisionally identified items & Qs corresponded well with key concerns.

All or part of the following were selected:

- Copenhagen Burnout Inventory
- Work Productivity and Activity Impairment
- Likelihood That Employees Will Voice Concerns
- Return to Work Perception *
- Stigma Scale for Receiving Psychological Help
- SF-8

* incompletely validated




Pilot Testing

Newly assembled questionnaire reviewed by:

- 4 human resource managers
- 1 health promotion personnel
- 2 union reps
- 2 mental health researchers


Resulted in few minor changes.



Participants' Viewpoint

Why CMHA is participating in an evaluative study?


- Sound business decisions
- Adding & Improving
- The reality



Participants' Viewpoint

Perceived risks (company & employees)


- Time pressures
- Costs
- Exposing problems
- Planting seeds of discontent
- Disapproval from above



The Participants' Viewpoint

Lessons learned?

- Upper management involvement
- Identify company's internal communication processes
- Explicitness
- Prototypes of forms, letters, roles & timelines
- Identify potential employee concerns



Discussion

Research agency comprehension of barriers to conducting research with non-profit organizations & workplaces

