

Supplementary File 2**Work Environment Impact Scale (WEIS) assessed at start of intervention**

WEIS items	Person						
	1	2	3	4	5	6 ¹	7
1. Time demands	4	4	4	1	4		3
2. Task demands	2	1	3	1	2		1
3. Appeal of work tasks	3	3	4	3	2		4
4. Work schedule	2	2	2	3	3		3
5. Co-worker interaction	4	3	4	3	4		4
6. Work group membership	3	3	4	3	3		3
7. Supervisor interaction	2	3	4	3	3		4
8. Work role standards	4	2	4	2	3		4
9. Work role style	4	3	4	4	4		4
10. Interaction with others	NA	3	NA	4	NA		4
11. Rewards	2	NA	4	4	3		3
12. Sensory qualities	4	2	4	2	4		3
13. Physical arrangements	4	2	4	3	4		2
14. Social atmosphere	3	4	4	4	4		4
15. Properties of objects	3	4	2	4	4		4
16. Physical amenities	3	2	4	4	4		MI
17. Meaning of work	4	4	4	3	4		4

NA=Not applicable, MI=Missing information

¹ WEIS was deemed not suitable for participant six because it was not possible for this participant to return to the previous job