

Results of the first round ratings combined for all stakeholders and stakeholder groups separately. Ratings are presented for each stage from most to least highly rated; a combination of mean score ( $\bar{x}$ ) and the percentage of the stakeholders which rated an outcome with a score between 7-9. N.a.: not applicable. Stages of work participation: (1) initiating employment, (2) having employment, (3) increasing or maintaining productivity at work and (4) return to employment.

Stage	Outcome; clarifying text	Overall (n=55) $\bar{x}$ ; % 7-9	Researcher (n=35) $\bar{x}$ ; % 7-9	Employee (n=10) $\bar{x}$ ; % 7-9	Policy Maker (n=5) $\bar{x}$ ; % 7-9	Occupational Health Professional (n=4) $\bar{x}$ ; % 7-9	Employer (n=1)  score
1	<b>Time to employment;</b> Time till getting a job	5,6; 44%	5,9; 51%	5,7; 50%	4,6; 0%	5; 25%	1 n.a.
1	<b>Self-efficacy for job procurement;</b> Self-efficacy for job procurement; Hope, optimism and self-efficacy for achieving vocational success; Social/intepersonal self-efficacy	5,6; 38%	5,4; 31%	6,1; 50%	6,2; 60%	5,8; 50%	1 n.a.
1	<b>Skills for job procurement;</b> Total work-related network, Engagement in work seeking activities, Job interview skills, Work-related benefit of vocational training	5,4; 38%	5; 29%	6,4; 60%	5,2; 40%	5,3; 50%	9 n.a.
2	<b>Employment - any type of employment including self-employment;</b> Any type of employment including self-employment	7,4; 75%	7,6; 80%	7,2; 70%	6,6; 60%	7; 75%	9 n.a.
2	<b>Employment - having lost</b>	6,5; 55%	6,4; 54%	7,5; 80%	5,4; 20%	7,3; 50%	1 n.a.

	<b>employment;</b> Having lost employment						
2	<b>Employment - predefined type of employment;</b> Having met a pre-defined status of employment; part/full time, competitive work in a mainstream setting, performing the same tasks as non-disabled workers	6,5; 51%	6,5; 51%	7,1; 60%	7,4; 60%	5; 25%	1 n.a.
2	<b>Work disability - Permanent and complete inability to engage in any work participation;</b> Permanent and complete inability to engage in any work participation	6,7; 34%	6,9; 63%	7,2; 80%	6; 40%	6,3; 50%	1 n.a.
2	<b>Work disability - Permanent partial disability to engage in work participation;</b> Permanent partial disability to engage in work participation	6,4; 31%	6,6; 51%	7,5; 90%	6; 40%	6; 50%	1 n.a.
2	<b>Employment - duration of employment;</b> Duration of employment	5,7; 40%	5,9; 40%	6; 50%	5,4; 20%	5; 50%	1 n.a.
2	<b>Employment - predefined type or amount of income;</b> Predefined type or amount of income	5,5; 33%	5,1; 23%	6,9; 70%	5,4; 20%	4.3; 25%	9 n.a.

3	<b>Work productivity loss (economic evaluation);</b> Overall loss of productivity at work (in terms of quality or output at work) resulting from presenteeism or absenteeism regardless of cause. Typically used for economic evaluations.	6,4; 58%	6,7; 63%	6,9; 70%	6; 40%	5; 25%	1 n.a.
3	<b>Work activity impairment;</b> Experienced functional impairment of performing work activities due to a health problem.	6,4; 51%	5,9; 40%	7,7; 80%	6; 40%	7,5; 75%	9 n.a.
3	<b>Work ability;</b> Current self-rated physical and mental work ability compared to lifetime best.	6,3; 53%	6,3; 46%	7,1; 90%	6,2; 40%	5,6; 50%	1 n.a.
3	<b>Presenteeism;</b> Not being productive while at work due to health problems. Typically used to evaluate the effect of health interventions for individuals.	5,9; 35%	5,8; 29%	6,7; 70%	4,6 ; 0%	5,3; 25%	9 n.a.
3	<b>Perceptions affecting productivity;</b> Beliefs in working capacity, motivation for work, vocational commitment, job coping, job satisfaction, need	5,5; 36%	5,1; 26%	7,2; 80%	5,2; 40%	4,3; 25%	9 n.a.

	for recovery, work-life balance, (self)-perceived stigma						
4	<b>Return to work - proportion of workers;</b> Proportion of workers that return to work after being absent because of illness	7,4; 76%	7,7; 80%	7; 70%	7,8; 80%	7,5; 75%	1 n.a.
4	<b>Return to work - time to return to work;</b> Time to return to work or duration of sickleave after being absent because of illness	7; 67%	7,3; 71%	6,8; 60%	6,8; 60%	7; 75%	1 n.a.
4	<b>Sustainable return to work – proportion of workers;</b> Proportion of workers that return to work and remain at work for a specified amount of time	6,7; 57%	6,3; 49%	7,6; 80%	7,2; 60%	6; 50%	9 n.a.
4	<b>Sustainable return to work – time until;</b> Time to return to work in workers absent because of illness and who do not relapse within a specified amount of time	6,3; 49%	6,1; 42%	6,9; 60%	6,6; 60%	5,8; 50%	9 n.a.
4	<b>Sick leave frequency;</b> Number of episodes of sick leave <i>per worker</i> expressed as percentage	5,8; 44%	5,4; 37%	6,9; 60%	5,6; 40%	5,5; 50%	9 n.a.
4	<b>Return to work - the worker's perceptions;</b> Self-efficacy for return	5,7; 38%	5; 20%	7,8; 80%	4,3; 20%	4,3; 25%	9 n.a.

	to work, return to work expectations or intention to return to work						
4	<b>Sick leave duration of all workers;</b> Working days or calendar days absent because of illness averaged over all workers	5,5; 38%	5,4; 37%	6,8; 50%	5; 20%	4; 25%	1 n.a.
4	<b>Sick leave duration - over all sick leave episodes;</b> Working days absent averaged over all sick leave episodes; can also be expressed as calendar days sick	5,4; 36%	5,6; 34%	6,8; 60%	4,8; 20%	3; 25%	1 n.a.
4	<b>Sickness absence among absent workers in an organization/group - lost working or sick days;</b> Working days or lost sick days as a percentage	5,3; 33%	5,3; 31%	6,1; 40%	6; 40%	4,3; 25%	1 n.a.
4	<b>Sickness absence among all workers;</b> Percentage of all working days of all workers in an organization during a time period e.g. 12 months; Sick days as percentage of all available days during a time period	5,3; 31%	5,3; 29%	6,8; 50%	6; 20%	4,3; 25%	1 n.a.