The Workplace Outcome Suite


- Workplace focused (not a clinical measure)
- Validated with demonstrated psychometrics
- Short but precise (sensitive to change)
- FREE with signed license agreement
- EAPA has endorsed “super” short 5-item version.

Workplace Outcome Suite

Original – 5 scales, 25 items
Selected the best item from each scale in the 25 item version, except for absenteeism.

5-item version of the Workplace Outcome Suite (WOS)

WOS Constructs

5 constructs, one item per construct

- **Absenteeism** (### hours away from work in past 30 days)... can also use this scale to monetize
- **Presenteeism** (proxy for productivity: extent to which problems inhibit work)
- **Engagement** (measure of "over" involvement with the job)
- **Life Satisfaction** (affective sense of well-being)
- **Workplace Distress** (looks at "distress at work")
What EAPs can do...

- WE remains a “hot topic” — over 53% of organizations measure it.
- EAP intervention “moves” WE but improvement is low compared to other scales.
- Impact of EAP on WE is indirect or “distal”.
- EAP have an opportunity to impact WE with organizational interventions.
Superstar

• Designed around the Self Concept
• Work Self is the basis of PWE
• Training involve developing PWE
• Uses cognitive behavioral tools

Superstar Scales

• Work Self Scale
• Psychometrically based
• PWE For Job
• PWE for Organization

Superstar Curriculum

• A new approach to work
• Developing the work self
• Cognitive behavioral for managing work self
• Measurement scale
• Uses cognitive behavioral tools
• Tracking PWE job and organization
Superstar Section I

• A new approach to work
• Developing the work self

Superstar Section II

• Building the Work Self
• Tracing work experiences

Superstar Section III

• Cognitive Behavioral tools
• Recall
• Reflecting
• Imaging
Superstar Section IV

- Focus
- Focusing on good experiences
- Managing bad experiences
- Forget the mistakes of the past

Superstar Section V

- Tracking progress in building PWE
- Work Self Scales
- PWE for the job
- PWE for the Organization

Conclusions

- EAP have a training role for work engagement
- Training can be sold a way to supplement tradition WE interventions that don’t work
- Can be group administered or as an individual
- A web based platform is also used to allow users to refining their work self concept.