

6.73 to 11.60), EE (OR 11.81, CI: 8.90 to 15.66), DP (OR 2.88, CI: 2.27 to 3.64), and PA (OR 1.88, CI: 1.46 to 2.43) were significantly elevated for those reporting high job stressfulness. These findings indicate that responses to the single-item measure of job stressfulness, with a cut off drawn at ≥ 4 , differentiated between cases and non-cases across wellbeing indices. A single-item measure of job stressfulness might represent an efficient first pass psychosocial risk assessment for the identification of areas that warrant in-depth assessment and targeted risk reduction activities.

1672c

RAPID PROCESS EVALUATION OF ORGANISATIONAL-LEVEL PSYCHOSOCIAL INTERVENTIONS

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Many researchers and policy makers have recommended that organizational-level interventions (such as participatory changes to job design) should be used as a first resort when tackling work-related stress. However, there is limited evidence that points to the effectiveness of these interventions. In this presentation we will argue that these interventions need to be better monitored, managed and modified in order to fit workers' diverse and fluctuating needs and circumstances. Findings from a variety of organizational-level intervention studies point to the need for rapid intervention process evaluation. There is growing evidence that: participatory organisational change processes involve demands that may not be universally welcomed; workers' individual differences mean that there is heterogeneity in change impacts; the working conditions targeted for intervention are not equally problematical for all employees; workers' evaluations of intervention activities can significantly vary between individuals and across time; and intervention activities may not always fit neatly into pre-existing hierarchical organisational structures. These problems mean that organizational-level intervention processes need to be more responsive to workers' heterogeneous values, preferences, needs, experiences, competencies, perceived work demands and work contexts. We will describe how intervention process evaluation data can be quickly and frequently gathered to identify the contextual factors and individual differences that support (or inhibit) intervention exposure and outcomes. This will include a presentation of prototype measures and a discussion of practical examples of the ways in which process evaluation data can be used to make intervention activities better fit employees' needs and circumstances.

1672d

TEAM COACHING AS AN INTERVENTION IN THE WORKPLACE PSYCHOSOCIAL RISK ASSESSMENT PROCESS

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Introduction This paper presents an ongoing experimental longitudinal study investigating whether solution focused cognitive

behavioural team coaching (SF-CBTC) has a contributory role within systematic workplace psychosocial risk assessments (PS-RA) to increase wellbeing. Incorporating SF-CBTC into the organisations already existing processes and roles, could potentially offer a more proactive approach. The inclusion of a structured team coaching method could potentially strengthen step 3–5, of the Health and Safety Executives Management Standards risk assessment process or approach (Cousin, *et al.*, 2004, Kerr, *et al.*, 2014). Adding additional structure/process/method, for managers team coaching, could assist in orienting the dialogue towards a practice-based solution focused mind set rather than a problem orientation focus when finding solutions to issues identified in the PS-RA. The research is funded by AFA Insurance, an organisation owned by Sweden's labour market parties.

Method The research is being performed in two global technology and manufacturing companies in Sweden. The research groups involves 150 participants consisting of 20 leaders and their teams and a control group of 150 employees, measured at three time points. The design involves 5 steps:

- Education in:
 - a. Psychosocial safety and
 - b. 'Leader as a coach' including a SF-CBTC method, PRACTICE (Palmer, 2011; Hultgren, *et al.*, 2013).
- Assessment: Work Positive Profile (Cousins, *et al.*, 2004), adapted research version, measuring:
 - a. Well-being,
 - b. Stress factors,
 - c. Psychosocial safety,
 - d. Performance and
 - e. Climate for innovation.
- Root cause analysis
- SF-CBTC coaching intervention
- Peer coaching.

Results The results are expected to show if SF-CBTC could be a valid method to further investigate when using PS-RA for improving factors in the psychosocial work environment and well-being in teams. Secondary outcomes may also show if coaching methods could affect or create a positive coaching culture that could 'live on' in the team, facilitating communication, learning and solutions focus, also after PS-RA intervention is finalised.

1635

OFF JOB EXPERIENCES, HEALTH AND WELL-BEING

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This session aims to discuss about off-job experiences, health, and well-being by focusing on daily rest periods and leisure crafting

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