

Supplemental material 1

Definition of anxiety and depression

To measure symptoms of anxiety and/or depression at baseline, we used the validated Norwegian version of the Hospital Anxiety and Depression Scale (HADS).^{1 2} HADS consists of 14 items with 7 on anxiety and 7 on depression that respondents score from 0 to 3. A sum score for anxiety and for depression were made, and a score of 8 or more on at least one of the two were coded 1 (“yes”) for the “anxiety and/or depression” variable. In the present study, Cronbach’s alpha for the anxiety and depression subscale was .81 and .82, respectively.

Definition of psychological job demands

To measure exposure to job demands at baseline and in the 10th wave, we used the Swedish-Demand-Control-Support Questionnaire.³ This questionnaire includes five items on psychological job demands in which the respondent answers the following questions “Does your job require you to work very fast?”, “Does your job require you to work very hard?”, “Does your job require too great a work effort?”, “Do you have sufficient time for all your work tasks?” and “Do conflicting demands often occur in your work?” using a 4-point Likert scale (“yes, often” (=4), “yes, sometimes” (=3), “no, seldom” (=2) and “no, almost never” (=1)). Based on the respondents’ answers, we calculated a sum score (range 5-20). A higher score indicates higher demands. In the present study, Cronbach’s alpha for the job demand scale at baseline was 0.79.

References

- 1 Zigmond AS, Snaith RP. The hospital anxiety and depression scale. *Acta Psychiatr Scand* 1983;67:361-370.
- 2 Bjelland I, Dahl AA, Haug TT, Neckelmann D. The validity of the Hospital Anxiety and Depression Scale. An updated literature review. *J Psychosom Res* 2002;52:69-77.
- 3 Sanne B, Torp S, Mykletun A, Dahl AA. The Swedish Demand-Control-Support Questionnaire (DCSQ): factor structure, item analyses, and internal consistency in a large population. *Scand J Public Health* 2005;33:166-74.