



ASK YOUR WORKER THE FOLLOWING:

Step 1a - Motivation Planning: Value/Gain, Importance of RTW, Benefit

‘Why is it important for you to RTW?’

Step 2a - Risk Factor Identification: Expectations

‘What are your expectations about returning to work?’

Step 2b - Risk Factor Identification: Concerns about RTW, Fear/Avoidance

‘What concerns you the most about returning to work?’

Step 1b - Motivation Planning: Loss Aversion, Anticipated Regret, Natural Consequences

‘What concerns you the most about not returning to work?’

Step 3a - Action Planning: Define a Starting Point

‘On a scale of 1 to 10, where 10 means you are successfully returning to work where would you rate yourself now?’

1 2 3 4 5 6 7 8 9 10

Step 3b - Action Planning: Define Next Actions

‘What do you think needs to happen to move you from a __X__ to a __X + 1__?’

Step 3c - Action Planning: Remove Barriers

Is the problem solvable or unsolvable?

- Use exception finding questions for solvable problems.
- Use “What needs to happen next” type questions for solvable problems.
- Use “What is the likelihood of happening” scenarios to deal with unsolvable problems.