

**Moll, S., Heino, C. M., LeBlanc, A. H., Beck, L. B., & Kalef, L. M. (2018). Workplace mental health: Current practice and support needs of Ontario occupational therapists. Canadian Journal of Occupational Therapy, 85.**

#### Appendix A: Survey Questions

Q1: How many years have you been working as an occupational therapist?

- 0 - <2 years
- 2 - <5 years
- 5 - <10 years
- >10 years

Q2: How many years has workplace mental health been a part of your practice?

- 0 - <2 years
- 2 - <5 years
- 5 - <10 years
- >10 years

Q3: What percentage of your work as an occupational therapist is dedicated to workplace mental health?

- 0 - 25%
- 26% - 50%
- 51% - 75%
- 76% - 100%

Q4: What is your current job title? If more than one, note all current job titles.

Q5: How is your organization funded? (check all that apply)

- Provincially funded organization
- Federally funded organization
- Privately funded organization
- Non-profit organization
- Other (please specify)

Q6: Your primary role in workplace mental health is:

- Clinical (e.g. any direct contact/responsibility with clients [COTO, 2011])
- Non-clinical (e.g. consultation, managerial, educational; involving no direct contact with clients)
- Research
- Other (please specify)

Q7: Who are your primary clients?

- Individuals
- Groups

- Workplaces/organizations
- Other (please describe)

Q8: Please identify the top 1-2 diagnoses you encounter through your work:

Mood disorders (e.g. major depressive disorder, bipolar disorder ...)

Anxiety disorders (e.g. generalized anxiety, social anxiety, PTSD ...)

Psychotic disorders (e.g. schizophrenia, schizoaffective, bipolar disorder ...)

Concurrent disorders

Chronic pain

Addictions

Other (please describe)

Q9: Which types of services do you provide? (check all that apply)

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- Return to work
- Job search
- Health promotion
- Job coaching
- Early intervention
- Disability case management
- Reactivation
- Accommodation
- Policy/procedure
- Training
- Functional cognitive assessments
- Cognitive work hardening
- Physical work hardening
- Psychotherapy
- Other (please describe)

Q10: In which locations do you typically deliver services?

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- Clinical settings
- Workplaces
- Community
- Client's homes
- Other (please describe)

Q11: Describe the support team for your workplace mental health role.

- Interdisciplinary team with other health care professionals
- Interdisciplinary team with non-health care professionals (e.g. human resources professionals)
- Independent practitioner
- A team with other occupational therapists
- Occupational therapy assistants
- Other (please specify)

Q12: A typical referral source may be: (check all that apply)

- LTD or STD insurers
- WSIB
- Employers
- Self-referrals
- Health care programs/professionals
- Other (please specify)

Q13: What are the top 3 challenges or barriers that you face in your day-to-day work as an occupational therapist within this practice context?

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- Limited time
- Limited training
- Limited funding
- Limited awareness of the occupational therapy role
- Role overlap with other service providers
- Low value placed on mental health in the workplace
- Discomfort with mental health or other interventions
- Lack of systems or policy knowledge (e.g. WSIB, insurance, unions)
- Lack of support in your practice
- Other (please describe)

Q14: Currently, how important are the following resources to your practice?

Choices: Very Unimportant; Unimportant; Neither Important nor Unimportant; Important; Very Important

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- Mentorship
- Community of practice
- Position statements
- In-person course or workshops
- Online webinars or course
- Resource lists
- Best practice reviews
- Evidence-based practice review

Q15: How helpful would the following content areas be for your continuing education?

Choices: Very Unhelpful; Unhelpful; Neither Helpful nor Unhelpful; Helpful; Very Helpful

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Vocational preparation for individuals with serious mental illness  
 Supported employment for individuals with mental illness/addictions  
 Return to work initiatives  
 Mental health promotion in the workplace  
 Disability case management  
 Workplace mental health training  
 Consultation (e.g. psychological health and safety in the workplace)  
 Accommodation and stay at work strategies for employees and employers  
 Understanding systems (e.g. constraints/resources in the insurance system ...)  
 Understanding legislation

Q16: How important do you think it is for OSOT to focus their efforts in providing support to occupational therapists in the following domains?

Choices: Very Unimportant; Unimportant; Neither Important nor Unimportant; Important; Very Important

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- Education for occupational therapists
- Advocacy/education with Employers
- Advocacy/education with Employment
- Agencies
- Advocacy/education with Government/policy makers
- Promotion of the profession
- Networking opportunities

Q17: I feel confident in providing workplace mental health services

- Not confident at all
- Somewhat confident
- Neither confident or not confident
- Very confident

Q18: What training have you had to build the skills needed for your practice in workplace mental health?

Q19: What standardized and non-standardized assessments do you use in your workplace mental health practice? Please list all that are applicable.

Q20: Do you use outcome measures to evaluate the impact of your services?

- Yes
  - No
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- If "yes", please list here

Q21: What theories, practice models, and frames of reference do you use to guide your practice? Please describe. eg. PEO, MOHO, CBT, CMOP-E, psycho-education

Q22: What unique skills do you believe that occupational therapists bring to workplace mental health?

Q23: Is there anything else you would like to add?

