### Group Intervention

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### Self-efficacy at Work

Belief that my personal efforts to self-manage symptoms at work may improve my job effectiveness and satisfaction

Belief that I can modify job tasks and alter my work style to reduce discomfort and improve job performance

Belief that I can express needs at work judiciously and in appropriate ways without problems or embarrassment

Belief that I can anticipate and react to problems and cope with temporary setbacks without feeling irritable and worthless

Belief that I can apply self-management principles in my job and rely on occasional assistance and support

### Outcomes:

**Workplace function**
- Work limitations
- Work engagement
- Work-related fatigue

**Workplace coping**
- Sickness absence
- Turnover intention
- Job satisfaction

**Health status**
- Physical function
- Well-being
- Health care use

### Workplace Problems:

- Health symptoms can make work more burdensome and exhausting
- Jobs are not flexible enough to accommodate special health needs
- Complaining about your health can lead to conflicts with supervisors and co-workers
- Physical limitations can lead you to feel worthless and down about your work