



WEBINAR PRESENTATION

# UNLOCKING WORK ABILITY: MASTERING THE WRI AND WEIS IN VOCATIONAL REHABILITATION

Lisa Harrison, Occupational Therapist and  
Vocational Rehabilitation Case Manager



Are you an occupational therapist, vocational rehabilitation professional, or part of a multidisciplinary team supporting individuals returning to work? Are you interested in exploring assessment tools to help in your work?

This practical webinar that will introduce two essential tools in vocational rehabilitation:

- ✓ Worker Role Interview (WRI) – A structured tool assessing psychosocial and environmental factors affecting return to work.
- ✓ Work Environment Impact Scale (WEIS) – A key assessment that evaluates how workplace factors impact well-being and job satisfaction.





WEBINAR PRESENTATION

# OUR SPEAKER

**LISA HARRISON**

Occupational Therapist and  
Vocational Rehabilitation Case  
Manager from Rehab Jigsaw Ltd





THEORETICAL FRAMEWORK

# MODEL OF HUMAN OCCUPATION - MOHO



**Worker Role  
Interview**



**Work  
Environment  
Impact Scale**

A basic familiarity with MOHO is required to use and interpret these assessments - these assessments are two essential tools in vocational rehabilitation, particularly for OTs







# OVERVIEW OF MOHO

Most widely used and cited occupation-focused practice model in the world - thank Gary Keilhofner! A way to explain the psychosocial and environmental factors influencing human performance.

4 components:

- Volition
- Habituation
- Performance capacity
- Environment





# WORKER ROLE INTERVIEW OVERVIEW

- Semi-structured interview
- Think PEO
- To be used as part of wider functional assessment
- Interview format to discuss aspects of life, work and past experience of work
- Manual with suggested questions
- 3 rating forms
- Simple to administer in any relevant setting - takes 30-60 minutes



# WRI

# overview

## 01 Preparing for the interview

Gather data

Know what you want to learn

## 02 Completing the interview

Semi-structured - get curious

Can use recommended questions

Monitor behavioural and emotional responses during assessment



# WRI

## overview

### 03 Functional assessment

Gather data

Know what you want to learn

Underlying function

### 04 Scoring

WRI rating forms

I. Personal Causation

II. Values

III. Interests

IV. Roles

V. Habits

VI. Environment





# WRI overview

## 04 Scoring

Based on information obtained, each item scores on a 4 point scale -

SS- Strongly supports

S - Supports

I- Interferes

SI - Strongly interferes

Forms are subject to copyright.

## 05 Discharge evaluation or to measure change

Repeated to document change







WRI

# WRI SHORT FORMAT QUESTIONS - EXAMPLES

Roles and routines

- What are you doing with your time and what responsibilities do you have?
- How well can you structure time at the moment?
- How has your illness/injury affected your roles/routines and how have you adjusted?
- How would working now affect your current routine and how important is it for you to work?
- Do your current routines help or hinder you to find and keep a job?





WRI

# WRI SHORT FORMAT QUESTIONS - EXAMPLES

Interests:

- What interests do you have in relation to both work and free time?
- How well do you use your free time to pursue your interests and if you are not pursuing them, then why not?
- If not pursuing interest, what have you been interested in, in the past?



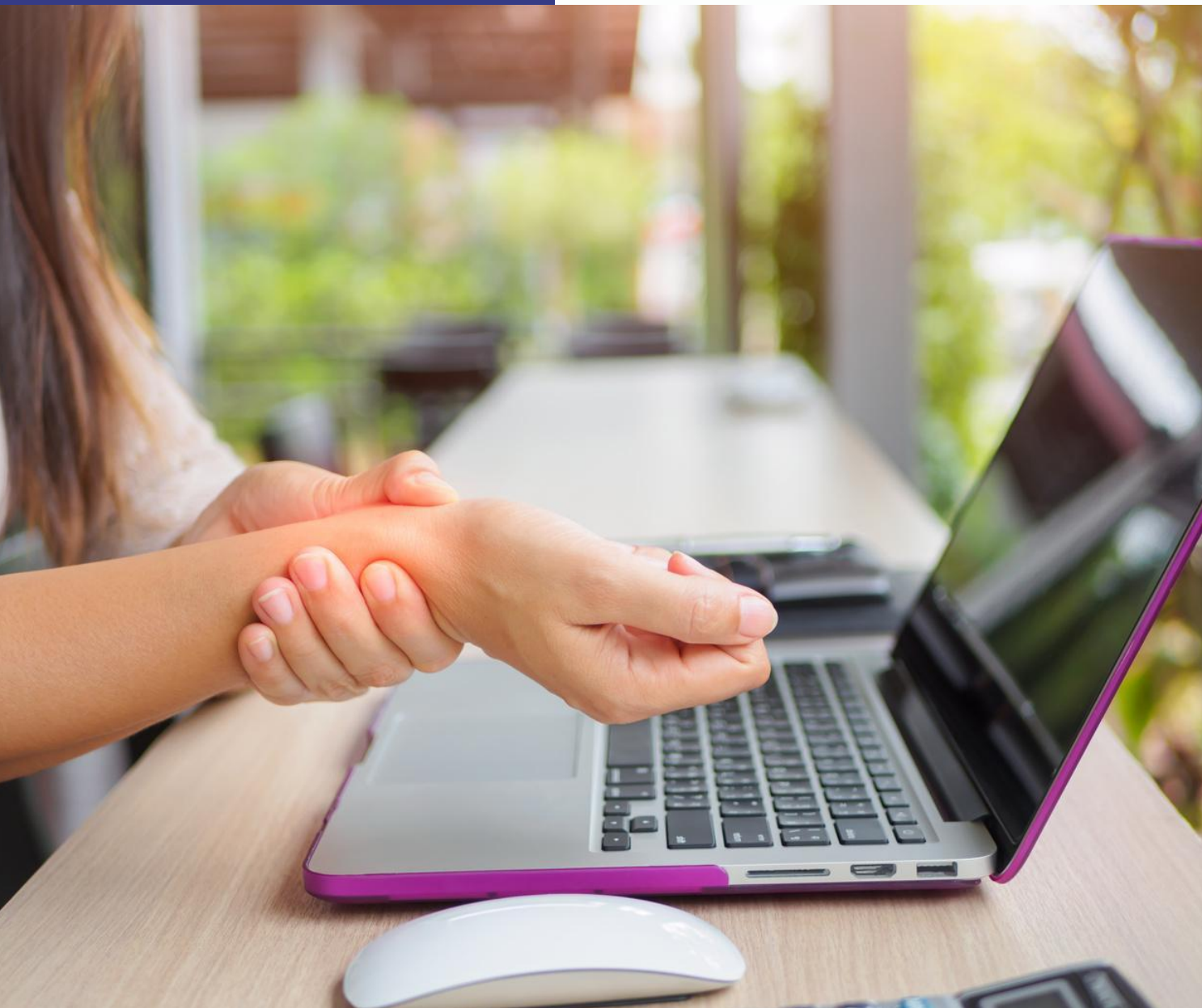
WRI

# WRI SHORT FORMAT QUESTIONS - EXAMPLES

Current skills/abilities

- Can you estimate how well you would manage at work? Physically, cognitively? Emotionally? Perceptually?
- How might any health issue affect your day-to-day capabilities?
- Are there other issues that may affect working such as drug/alcohol misuse, or any criminal behaviour?





WRI

# WRI SHORT FORMAT QUESTIONS - EXAMPLES



## Physical/Social Environment

- Are there any physical barriers that could impact your ability to work?
- Are your family/friends supportive to RT? If so, how?
- In your work environment, how do you get along with your boss and colleagues?

## Experience of work and studies

- What is your work experience, including unpaid work?
- How have you chosen jobs in the past? Which were the best and worst?
- What successes and failures have you experienced in work?
- Do you have experiences of goal setting at work and if so, what have been your achievements?





WRI

# WRI SHORT FORMAT QUESTIONS - EXAMPLES

## Previous work routine

- What kind of work habits have you had in the past?
- Have you been able to maintain good habits and routines that helped you to work?
- What do you need, or would like to change at work?

## Previous studies and education

- What is your educational history?
- How recent was your education? Is it still relevant to your job?





WRI

# WRI SHORT FORMAT QUESTIONS - EXAMPLES

## Volition and future worker role

- How important is finding a job to you? And what are you doing about it?
- What do you feel capable of doing? What work would suit you?
- What would make it difficult to find and keep a job?
- What support might you need?
- How confident do you feel about finding and keeping a job?

## Future roles and routines

- What expectations would having a job place upon you?
- How would it impact other parts of your life
- Will you be able to cope with the changes when you start working?





WRI

# WRI SHORT FORMAT QUESTIONS - EXAMPLES



Future work environment

- Any special physical environment requirements?
- Do you get/have support from your family/friends for finding and keeping a job?
- Do you need support from your future boss and colleagues to keep a job?





WRI

# OTHER FORMATS OF QUESTIONS

Questions for the injured worker

Questions for the client with a longstanding illness or disability

Combined WRI/OCAIRS

Skilled assessors could complete in 15-20 minutes



# Scoring

- Preliminary and final ratings are scored using SS, S, I and SI
- Needs to be a consideration of the past and present situation - careful questioning
- Reference point? Return to previous employment, or to work in general?
- Encouraged to identify each factor as a positive, or a negative - no middle point in the scoring

Note - use of general occupational functioning

Some examples of descriptive criteria around the item “Expectations of success in work” could include for example:

SS: Expresses optimism about working

Very confident about overcoming limitations/obstacles/failures

Looks forward to challenges

Strong belief in persona; effectiveness in working

Accepts circumstances beyond control





# USING THE WRI TO FORMULATE THE INTERVENTION

Once completed, the WRI helps identify key areas where occupational performance can be optimised, guiding tailored vocational rehabilitation planning.

Examples of translating findings into intervention:

- ✓ Performance - Finding: Current lifting performance does not meet job demands.
  - Goal: Increase frequent lifting tolerance from 5kg to 20kg.
  - Action: Develop a graded task-based programme to increase lifting capacity (weight and frequency). Monitor progress and compare against job role requirements.
- ✓ Environment - Finding: Client perceives work environment and job demands as inflexible.
  - Goal: Clarify potential for adjustments to tasks, hours, or work environment.
  - Action: Therapist to liaise with employer; explore accommodations and, if appropriate, conduct a workplace assessment with written recommendations.



The WRI turns insight into action—allowing you to co-create meaningful, measurable plans with your client.



## WORK ENVIRONMENT IMPACT SCALE OVERVIEW

- As with WEIS, this is also a semi-structured interview and rating scale
- Designed to assist therapist to understand how individuals with physical or psychosocial disabilities experience and perceive their work environments
- Complementary with the WRI and can be combined





# WEIS - theoretical framework



Each work environment has unique physical and social characteristics creating press or affordance



Measures the impact of the environment on a particular person, with consideration to their unique values, roles, habits etc

# THE 4 PHYSICAL ELEMENTS OF WEIS

Physical space

Objects

Social groups

Occupational forms





# WEIS

## overview

### 01 Preparing for the interview

Gather data

Know what you want to learn

### 02 Completing the interview

- Semi-structured - get curious
- Can use recommended questions
- Takes around 30 minutes





# WEIS overview

**03 Scoring form 4 to 1 (strongly supports to strongly interferes)**

WEIS rating forms explore  
perceptions around:

- Time demands
- Task demands
- Appeal of work tasks
- Work schedule
- Co-worker interaction
- Work group membership
- Interaction
- Work role standards
- Work role style
- Interaction with others
- Rewards
- Sensory qualities
- Architecture/arrangement
- Ambience/mood
- Properties of objects
- Physical amenities
- Meaning of objects/products





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# EXAMPLES OF QUESTIONS

**Time demands:** How do you feel about the amount of time you have to complete your work; what happens if you have too little or too much to do?

**Task demands:** Are there any parts of your job you would like to change? Why? Please describe what you do each day from the time you get to work until you leave.

**Work schedule:** Does your work schedule change? Why? How often? Are you allowed to vary or change your work schedule?

**Work group membership:** Do you interact with your co-workers outside of what is required for work? During the workday, whom do you socialise with? Are you satisfied with this interaction, or would you like more or less social contact with others at work?

**Work role style:** Who determines what your workday is like, what you do and how you do it? To what degree are you required/ allowed to make the decisions or suggestions that affect how your work is done?

**Properties of objects:** What equipment, tools, materials and supplies do you work with? What kind of intellectual or physical demands do these things place on you at work? Can you work safely and comfortably with these objects?

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# Scoring

- 4 - Strongly supports - this environmental factor strongly supports work performance, satisfaction and physical/emotional/social well-being
- 3 - Supports - this environmental factor supports work performance, satisfaction and physical/emotional/social well-being
- 2 - Interferes - this environmental factor interferes with work performance, satisfaction and physical/emotional/social well-being
- 1 - Strongly interferes - this environmental factor strongly interferes with work performance, satisfaction and physical/emotional/social well-being



WEIS

# HOW TO USE THE INFORMATION



Identification of ways to improve work environment, or ways that the worker may cope better in the work environment

Identify adjustments to environment or tasks

To help communications with employer

To plan further tailored assessments.



## PROS AND CONS WRI

- Holistic psychosocial focus
  - Client centred
  - Structured yet flexible
  - Supports clinical reasoning
  - Widely recognised and validated
- 
- Can be time consuming
  - Needs skill and knowledge
  - Limited direct assessment of physical/cognitive capacity
  - Potential for subjective bias





# PROS AND CONS WEIS

- Focus on environmental impact
- Structured assessment of key environmental factors
- Clear rating system
- Facilitates collaboration
- Flexible Use
  - Not designed for long term unemployed
  - Dependent on client insight
  - Doesn't assess capacity or psychosocial factors
  - Requires clinician judgement



# SUMMARY

- 1. To support holistic and person centred assessment
- 2. Enabling clear goal setting and tailored interventions
- 3. Facilitating communication with employers and MDTs
- 4. Embedding MOHO in clinical reasoning and documentation
- 5. Enhancing outcomes



**Worker Role  
Interview**



**Work  
Environment  
Impact Scale**





Webinar ■

# QUESTIONS?

<https://moho-irm.uic.edu/productDetails.aspx?aid=12> - - WEIS  
- \$40.00

<https://moho-irm.uic.edu/productDetails.aspx?aid=11> - WRI -  
\$40.00



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