

Multimedia Appendix. Selected characteristics of included studies.

<b>Study</b>	<b>Population (n)</b>	<b>Control and data analysis</b>	<b>Psychological inclusion criteria</b>	<b>Psychological outcome (subscale)<sup>a</sup></b>	<b>Work outcome (subscale)<sup>a</sup></b>	<b>Study attrition at post intervention</b>
Abbott et al, 2009 [56]	Sales managers from an Australian industrial organization (53)	Wait list control (WLC)  Intention to treat (ITT)	None	Depression, Anxiety, Stress Scale (DASS-21) (stress)	Volume of product sold (% of target met)	Intervention=53.8% (14/26)  Control=29.6% (8/27)
Aikens et al, 2014 [57]	Employees from a US chemical company (89)	WLC  ITT	None	Perceived Stress Scale (PSS-14)	N/A <sup>b</sup>	Intervention=18.2% (8/44)  Control=6.7% (3/45)
Allexandre et al, 2016 [52]	Employees from a US corporate call center (91 <sup>c</sup> )	WLC  ITT	None	PSS-10	Productivity	Intervention=44.4% (24/54)  Control=32.4% (12/37)

<b>Study</b>	<b>Population (n)</b>	<b>Control and data analysis</b>	<b>Psychological inclusion criteria</b>	<b>Psychological outcome (subscale)<sup>a</sup></b>	<b>Work outcome (subscale)<sup>a</sup></b>	<b>Study attrition at post intervention</b>
Beauchamp et al, 2005 [62]	Employed care givers of people with dementia in the United States (299)	WLC  Per protocol	None	Centre for Epidemiologic Studies-Depression scale (CES-D)	N/A	Study attrition=6.7% (22/329)
Billings et al, 2008 [54]	Employees from US technology company (309)	WLC  Per protocol	None	Symptoms of distress scale	Work Limitations Questionnaire (WLQ; output demands)	Intervention=26.6% (41/154) Control=14.8% (23/155)
Birney et al, 2016 [43]	Employed adults in the United States (300)	Active control (links to websites on depression)	Mild to moderate depression (score of 10-19 on Patient Health Questionnaire)	PHQ-9	Workplace outcome suite (WOS; engagement)	Intervention=6.7% (10/150) Control=2.7% (4/150)

Study	Population (n)	Control and data analysis	Psychological inclusion criteria	Psychological outcome (subscale) <sup>a</sup>	Work outcome (subscale) <sup>a</sup>	Study attrition at post intervention
		ITT	[PHQ-9])			
Bolier et al, 2014 [49]	Nurses and allied professionals in a hospital in the Netherlands (366)	WLC ITT	None	Brief symptom inventory (BSI; depression)	Utrecht Work Engagement Scale (UWES)	Intervention=54% (96/178) Control=24.9% (45/188)
Cook et al, 2007 [58]	Employees for a US human resource (HR) company (419)	Active control (given print material on same subject)  Per protocol	None	Perceived stress (5-item scale)	N/A	Intervention=18.2% (38/209) Control=10.9% (23/210)
Ebert et al, 2014	Teachers in	WLC	Elevated levels	Perceived	Teacher self-	Intervention=14.7%

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[46]	Germany (150)	ITT	of stress $\geq 16$ on CES-D	Stress Questionnaire (PSQ)	efficacy scale	(11/75) Control=8% (6/75)
Ebert et al, 2015 [47]	Teachers in Germany (128)	WLC ITT	Insomnia symptoms $\geq 15$ on Insomnia Severity Index (ISI) and low levels of psychological detachment from work $\geq 15$ on Cognitive Irritation Scale (CIS) subscale of	CES-D	Work related rumination (cognitive irritation subscale of irritation scale)	Intervention=23.4% (15/64) Control=20.3% (13/64)

Study	Population (n)	Control and data analysis	Psychological inclusion criteria	Psychological outcome (subscale) <sup>a</sup>	Work outcome (subscale) <sup>a</sup>	Study attrition at post intervention
			the IS			
Ebert et al, 2016 [44]	General working population in Germany recruited via a health insurance company (264)	WLC ITT	Elevated levels of stress $\geq 22$ on PSS-10	PSS-10	UWES	Intervention=9.8% (13/132) Control=1.5% (2/132)
Feicht et al, 2013 [59]	Employees from two departments of a German insurance company (147)	WLC Per protocol	None	Stress Warning Signals Scale (SWS)	N/A	Intervention=15.3% (13/85) Control=8.1% (5/62)
Geraedts et al,	Employees from	Care as usual	Elevated levels	CES-D	World Health	Intervention=36.2%

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2014 [60]	six organizations in the Netherlands: 2 banking, 2 research, 1 security, and 1 university (231)	(CAU)  ITT	of depressive symptoms ≥ 16 on CES-D		Organization Health and Work Performance Questionnaire (WHO HPQ-4; 1 item work performance only)	(42/116)  Control=16.5%  (19/115)
Grime 2004 [50]	National Health Service (NHS) and local authority employees recruited through	CAU  ITT	10 or more consecutive days off work for stress, anxiety or depression in last 6 months. ≥ 4	Hospital Anxiety and Depression Scale (HADS; Depression)	N/A	Intervention=20% (5/24)  Control=0% (0/24)

Study	Population (n)	Control and data analysis	Psychological inclusion criteria	Psychological outcome (subscale) <sup>a</sup>	Work outcome (subscale) <sup>a</sup>	Study attrition at post intervention
	a UK NHS occupational health department (48)		General Health Questionnaire (GHQ-12)			
Heber et al, 2016 [45]	General working population in Germany recruited via a health insurance company (264)	WLC ITT	Elevated levels of stress $\geq 22$ on PSS-10	PSS-10	UWES	Intervention=12.1% (16/132) Control=3.8%(5/132)
Imamura et al, 2014 [55]	Employees at two Japanese information technology (IT) companies (762)	Active control (email message once a month with stress	None	Beck depression inventory (BDI)	N/A	Intervention=29.1% (111/381) Control=11.8% (45/381)

Study	Population (n)	Control and data analysis	Psychological inclusion criteria	Psychological outcome (subscale) <sup>a</sup>	Work outcome (subscale) <sup>a</sup>	Study attrition at post intervention
		management info)				
		ITT				
Ly et al, 2014 [61]	Middle managers at medium or large employers in Sweden (73)	WLC ITT	None	PSS-14	Multifactor Leadership Questionnaire (MLQ; transformative leadership subscales, self-report only)	Intervention=8.3% (3/36) Control=(2/37) 5.4%
Phillips et al, 2014 [51]	Employees recruited through	Active control (sign posting to	≥2 on 5 of the 9 items on PHQ-9	PHQ-9	N/A	Intervention=46.2% (147/318)



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	the occupational health sections of 3 large UK employers: transport, health, and communication (637)	websites with general info about mental health) ITT	and employee identified that at least one item impacted on work or home life.			Control=41.1% (131/319)
Ruwaard et al, 2007 [41]	General population in the Netherlands <sup>d</sup> (239)	WLC ITT	None	DASS-42 (stress)	N/A	Intervention=15.2% (27/177) Control=1.6% (1/62)
Thiart et al, 2015 [48]	Teachers in Germany (128)	WLC	Clinical insomnia (≥15 on the ISI),	Penn State Worry	Work related rumination	Intervention=3.1% (2/64)

Study	Population (n)	Control and data analysis	Psychological inclusion criteria	Psychological outcome (subscale) <sup>a</sup>	Work outcome (subscale) <sup>a</sup>	Study attrition at post intervention
		ITT	experiencing work related rumination (≥15 on the CIS subscale of the irritation scale)	Questionnaire (PSWQ)	(cognitive irritation subscale of irritation scale)	Control=12.5% (8/64)
Umanodan et al, 2014 [53]	Employees from a manufacturing company in Japan (263)	WLC ITT	None	Brief Job Stress Questionnaire (BJSQ)	Japanese version of the Utrecht Work Engagement Scale (UWES-J)	Intervention=2.8% (4/142) Control=0.8% (1/121)

<sup>a</sup>Selected outcome used in meta-analysis.

<sup>b</sup>N/A: not applicable; not measured in the study.

<sup>c</sup>Participant number includes only the two arms of this four arm trial that have been included in this review.

<sup>d</sup>The study was aimed at people experiencing work related stress. Seven participants were unemployed because of workplace stress, and 10 participants suffered from stress in unpaid jobs.

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*Source*

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