

**ADDITIONAL FILE 4 QUICKSCAN QUESTIONNAIRE (61 ITEMS)**

JS= Job Satisfaction, TOE= Terms of employment, EB= Emotional burden, PWL= physical workload, AU= autonomy, SSC= social support by colleagues, LD=learning and development opportunities, SSM= social support by management, TIP= turnover intention profession, WL= Workload, WE= Work Expectations, SLE= Stressful life events, PD= Psychological Distress, HPP= Health perception patient, PP= Pain perception, RTWE= return to work expectations, WHI= work-health interference, RTWN= Return-to-work needs, RE= Recovery expectations, FCE= Fear of colleagues expectations, PF= Perfectionism, WE= work expectations.

<b>Factor</b>	<b>Question (item)</b>
1	<b>HPP</b> How is your health in general? (Poor) 0 - 1 - 2 - 3 - 4 - 5 (Excellent)
2	<b>HPP</b> How do you evaluate your health at the moment compared with two months ago? (A lot worse than two months ago) 0 - 1 - 2 - 3 - 4 - 5 (A lot better than two months ago)
3	<b>PP</b> How much pain did you have in the past week? (No pain) 0 - 1 - 2 - 3 - 4 - 5 (Very serious pain)
4	<b>PP</b> If you think of everything you do to reduce your pain, to what extent can you reduce the pain on an average day? (I can greatly reduce the pain) 0 - 1 - 2 - 3 - 4 - 5 (I can't reduce the pain at all)
5	<b>PWL</b> Do you have a lot of difficulties lifting or pulling at work? (Never) 0 - 1 - 2 - 3 - 4 - 5 (Always)
6	<b>PWL</b> Do you have a lot of difficulties at work if you have to bend over regularly? (Never) 0 - 1 - 2 - 3 - 4 - 5 (Always)
7	<b>PWL</b> Do you have a lot of difficulties at work if you regularly have to reach too high ? (Never) 0 - 1 - 2 - 3 - 4 - 5 (Always)
8	<b>PWL</b> Do you have a lot of difficulties at work if you have to do the same movement for a long time? (Never) 0 - 1 - 2 - 3 - 4 - 5 (Always)
9	<b>PWL</b> Do you find your work very physically demanding? (Never) 0 - 1 - 2 - 3 - 4 - 5 (Always)
10	<b>PWL</b> Do you need physical strength for your work? (Never) 0 - 1 - 2 - 3 - 4 - 5 (Always)
11	<b>PWL</b> Do you work in uncomfortable or strenuous postures? (Never) 0 - 1 - 2 - 3 - 4 - 5 (Always)

12	<b>JS</b>	I feel at home at work (Disagree) 0 - 1 - 2 - 3 - 4 - 5 (Strongly agree)
13	<b>SSM</b>	My supervisor understands my situation (Disagree) 0 - 1 - 2 - 3 - 4 - 5 (Strongly agree)
14	<b>LD</b>	My job is very varied and motivating (Disagree) 0 - 1 - 2 - 3 - 4 - 5 (Strongly agree)
15	<b>SSM</b>	I feel appreciated by my supervisor (Disagree) 0 - 1 - 2 - 3 - 4 - 5 (Strongly agree)
16	<b>LD</b>	My job offers enough challenge (Disagree) 0 - 1 - 2 - 3 - 4 - 5 (Strongly agree)
17	<b>SSC</b>	I get a lot of support from my colleagues (Disagree) 0 - 1 - 2 - 3 - 4 - 5 (Strongly agree)
18	<b>TOE</b>	I'm satisfied with my working conditions (example: salary, working hours, etc.) (Disagree) 0 - 1 - 2 - 3 - 4 - 5 (Strongly agree)
19	<b>SSC</b>	I feel appreciated by my colleagues (Disagree) 0 - 1 - 2 - 3 - 4 - 5 (Strongly agree)
20	<b>TIP</b>	I haven't yet considered looking for another job (Disagree) 0 - 1 - 2 - 3 - 4 - 5 (Strongly agree)
21	<b>WHI</b>	If I start working again now, I'm afraid my complaints will get worse (Disagree) 0 - 1 - 2 - 3 - 4 - 5 (Strongly agree)
22	<b>RTWN</b>	In order to be able to start working again, I think it is necessary to (Please indicate the most appropriate option) 0. make no changes to my current workplace 1. adapt my workplace and/or working hours temporarily 2. be able to take up another function temporarily in my current workplace 3. be able to take up another function permanently in my workplace 4. take up another job at another workplace 5. I can never return to work again
23	<b>PP</b>	If the pain gets worse, I have to stop doing what I'm doing until the pain is less bad again (Disagree) 0 - 1 - 2 - 3 - 4 - 5 (Strongly agree)
24	<b>PD</b>	How worried are you about your illness? (Not at all worried) 0 - 1 - 2 - 3 - 4 - 5 (Very worried)

25	<b>PD</b>	Does your illness have an influence on your emotions (does your illness make you scared, angry, panicky, depressed?)  (No influence at all) 0 - 1 - 2 - 3 - 4 - 5 (A lot of influence)
26	<b>PD</b>	In the last week, have you slept less due to worries?  (Never) 0 - 1 - 2 - 3 - 4 - 5 (Always)
27	<b>PD</b>	In the last week, have you had the feeling of being under pressure?  (Never) 0 - 1 - 2 - 3 - 4 - 5 (Always)
28	<b>PD</b>	In the last week, have you had the feeling that you will not be able to solve your difficulties?  (Never) 0 - 1 - 2 - 3 - 4 - 5 (Always)
29	<b>PD</b>	In the last week, have you felt like you're a worthless person?  (Never) 0 - 1 - 2 - 3 - 4 - 5 (Always)
30	<b>PD</b>	In the last week, have you felt rather unhappy?  (Never) 0 - 1 - 2 - 3 - 4 - 5 (Always)
31	<b>WL</b>	Do you work under time pressure?  (Never) 0 - 1 - 2 - 3 - 4 - 5 (Always)
32	<b>WL</b>	Do you have a backlog in your tasks at work?  (Never) 0 - 1 - 2 - 3 - 4 - 5 (Always)
33	<b>WL</b>	Would you rather work a bit more quietly?  (Never) 0 - 1 - 2 - 3 - 4 - 5 (Always)
34	<b>WL</b>	I have to do too much at work  (Disagree) 0 - 1 - 2 - 3 - 4 - 5 (Strongly agree)
35	<b>WL</b>	Because of my work I don't have a lot of time for family or friends  (Disagree) 0 - 1 - 2 - 3 - 4 - 5 (Strongly agree)
36	<b>WL</b>	To get my work done every day, I have to work very hard  (Disagree) 0 - 1 - 2 - 3 - 4 - 5 (Strongly agree)
37	<b>WL</b>	My work takes up a lot of my energy  (Disagree) 0 - 1 - 2 - 3 - 4 - 5 (Strongly agree)
38	<b>AU</b>	Before my period of illness I could ask and get adaptations to increase my comfort at work  (Disagree) 0 - 1 - 2 - 3 - 4 - 5 (Strongly agree)
29	<b>AU</b>	Before my period of illness I could organize my work myself (number and burden of tasks)  (Disagree) 0 - 1 - 2 - 3 - 4 - 5 (Strongly agree)
40	<b>AU</b>	Before my period of illness I could work at my own tempo

		(Disagree) 0 - 1 - 2 - 3 - 4 - 5 (Strongly agree)
41	<b>AU</b>	Before my period of illness I could choose how I did my work (Disagree) 0 - 1 - 2 - 3 - 4 - 5 (Strongly agree)
42	<b>AU</b>	Before my period of illness my work allowed me to make decisions independently (Disagree) 0 - 1 - 2 - 3 - 4 - 5 (Strongly agree)
43	<b>EB</b>	I never have to do emotionally demanding work (Disagree) 0 - 1 - 2 - 3 - 4 - 5 (Strongly agree)
44	<b>LD</b>	Do you have possibilities for personal growth and development at work? (Not at all) 0 - 1 - 2 - 3 - 4 - 5 (Completely)
45	<b>LD</b>	Does your work give you the feeling that you can achieve something? (Not at all) 0 - 1 - 2 - 3 - 4 - 5 (Completely)
46	<b>FCE</b>	I'm worried about what my colleagues think of my absence (Disagree) 0 - 1 - 2 - 3 - 4 - 5 (Strongly agree)
47	<b>WE</b>	When I'm back I'll have to work hard or more hours to catch up with my backlog (Disagree) 0 - 1 - 2 - 3 - 4 - 5 (Strongly agree)
48	<b>PF</b>	I'm two hundred percent committed to my work (Disagree) 0 - 1 - 2 - 3 - 4 - 5 (Strongly agree)
49	<b>PF</b>	I think it's very bad when I make a mistake (Disagree) 0 - 1 - 2 - 3 - 4 - 5 (Strongly agree)
50	<b>PF</b>	I find it difficult to work less hard (Disagree) 0 - 1 - 2 - 3 - 4 - 5 (Strongly agree)
51	<b>PF</b>	It's difficult for me to say no to colleagues if I want to (Disagree) 0 - 1 - 2 - 3 - 4 - 5 (Strongly agree)
52	<b>SLE</b>	In the past year, my private life has changed a lot (Disagree) 0 - 1 - 2 - 3 - 4 - 5 (Strongly agree)
53	<b>SLE</b>	I've had a lot of bad luck in the past year (Disagree) 0 - 1 - 2 - 3 - 4 - 5 (Strongly agree)
54	<b>SLE</b>	A lot of annoying things have happened in my life, which I often think about (Disagree) 0 - 1 - 2 - 3 - 4 - 5 (Strongly agree)
55	<b>SLE</b>	I often think about the situation at home (Disagree) 0 - 1 - 2 - 3 - 4 - 5 (Strongly agree)
56	<b>SLE</b>	The problems at home take up a lot of my energy

		(Disagree) 0 - 1 - 2 - 3 - 4 - 5 (Strongly agree)
57	<b>SLE</b>	I have the feeling that I participate in the routine at home but that I can't do what I would like to do myself (Disagree) 0 - 1 - 2 - 3 - 4 - 5 (Strongly agree)
58	<b>SLE</b>	I'm disappointed by people in my environment (Disagree) 0 - 1 - 2 - 3 - 4 - 5 (Strongly agree)
59	<b>SLE</b>	It's difficult to find energy for my work, because my social situation is not good (Disagree) 0 - 1 - 2 - 3 - 4 - 5 (Strongly agree)
60	<b>RTWE</b>	Do you think you can restart your normal work within a period of four weeks, without limitations due to your illness? (Certainly not) 0 - 1 - 2 - 3 - 4 - 5 (Most certainly)
61	<b>RE</b>	My treatment will cure my injury/injuries and symptoms (Disagree) 0 - 1 - 2 - 3 - 4 - 5 (Strongly agree)

