Measuring Rehabilitation Effectiveness Using Multiple Measures and Constructs

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• **Goal of Rehabilitation**
  - Restoration and maximizing interaction with the environment of the individual’s choice
  - Facilitating and maximizing psycho-social adjustment
  - One major aspect of psycho-social functioning in adulthood is participating in work related activities
  - Rehabilitation Counseling has traditionally focused on Career Development, Vocational Behavior, and Employment of individuals with disabilities and chronic health conditions.
• Work is central to individuals and is the primary means which individuals define themselves in society (Blustein, 2008; Syzmanski & Hershenson, 2005).

• Work is a complex interaction between the individual and society.

• Rehabilitation professionals must understand this complex interaction to help individuals obtain work, maximize occupational attainment, maximize productivity, and successfully adjust to contemporary, social and the personal dynamics in the work environment.

**Centrality of Work in Rehabilitation**
Benefits of Work for People with Disabilities

- Reduces
  - Social isolation
  - Stigma
  - Financial stress
  - Depression

- Improves
  - Well-being
  - Integration
  - Overall meaning and identity
Work provides a foundation for meeting human needs (Blustein, 2006; Blustein, 2008).

- **Survival and Power** - being able to meet basic needs
- **Social Connection** - integrate into broader society and develop strong interpersonal relationships
- **Well-being & Self-Determination** - individual able to exercise self-determination, self-expression, and increase overall well-being
• Work provides benefits to individuals in many areas, therefore it is important to measure the impact of work along multiple dimensions

• Proposed Rehabilitation Outcome Dimensions

  ◦ Survival and Power-Employment
  ◦ Social Connection
  ◦ Self-Determination and Well-being
- Work Outcomes
  - Obtaining or Returning to work
  - Work Ability
  - Work Performance
  - Sustainability
• Employed vs. Not Employed

• Compensation
  ◦ Salary
  ◦ Benefits
  ◦ Pay Incentives
  ◦ Indirect Compensation

• Social Role (Status)
- Confidence (Self-Efficacy)
- Work Engagement
- Work Capacity
- Performance

Work Ability
• Performance

\[ P = \text{Ability} \times \text{Motivation} \times \text{Situational} \]

• Need to take into account to get effectively evaluate performance
Performance Variables

- **Ability**
  - Aptitude (physical & mental)
  - Training
  - Resources (political & personal)

- **Motivation**
  - Desire (Direction x Intensity)
  - Commitment (Persistence)

- **Situational**
  - Job design
  - Environmental Conditions
  - Raw Materials

\[ P = A \times M \times S \text{ (Variables)} \]
- **Performance Outcome Variables**
  - Quality
  - Quantity
  - Timeliness
  - Cost-Effectiveness
  - Need for Supervision
  - Interpersonal Impact
- Full vs. Part-time work
- Hours Worked
- Hours Missed
- Sick Leave

Work Performance Outcomes
- Job Loss
- Length of time employed
- Job Change
- Retirement

Work Sustainability (Retention)
Integration Outcome Domains

- Domains
  - Social Network
  - Leisure
  - Independent Living
4 Primary Reasons

- Intimacy
- Opportunity for Nurturance
- Reassurance of worth
- Assistance

Importance of Integration
- **Social Network (structural)**
  - Size
  - Range or Composition
  - Density
  - Dispersion
Social Network (Interactional)
- Diversity of Linkages
- Transactional Content
- Directedness
- Duration
- Intensity (Valence)
- Frequency
Social Network Characteristics

- Instrumental Support
- Material Support
- Socio-Emotional Support
• Does the individual participate in leisure activities
  ◦ Leisure activities
  ◦ Recreational Activities
• Living Environment (5 Dimensions)
  ◦ Available
  ◦ Adequacy
  ◦ Appropriateness
  ◦ Acceptable
  ◦ Accessibility

Independent Living
• Dimensions of Psychological Well-being
  ◦ Psychological Distress
    • Depression
    • Anxiety
  ◦ Physical Well-Being
    • Overall Health
    • Access to Health Care
    • Stable Disability (Disability is being managed)
CANCER SURVIVOR CHARACTERISTICS

- Age
- Gender
- Race
- Marital Status
- Socio-economic status
- Ethnicity

HEALTH & WELL-BEING
- Medical
- Behavioral
- Social

FUNCTION
- Physical
- Cognitive
- Emotional
- Interpersonal

DEMANDS
- Physical
- Cognitive
- Emotional
- Interpersonal

OUTCOMES
- Work
- Community Integration
- Well-being

SYMPTOMS
- Fatigue
- Cognitive
- Distress
- Pain
- Sleep Problems
- Dyspnea

ENVIRONMENT
- Physical
- Cognitive
- Emotional
- Interpersonal

POLICIES, PROCEDURES, & ECONOMIC FACTORS
- Organizational
- Legal
- Financial
• Status 26 is not sufficient to measure rehabilitation outcomes

• Need to develop an multidimensional outcome analysis framework.

• Employment quality and career development become important

Implications and Recommendations
• Broadens role of RC
  ◦ Not just finding a job
  ◦ Emphasis on quality
  ◦ Holistic view regarding the impact of work
  ◦ Multidimensional strategies to facilitate return to work
  ◦ Emphasis on Counseling

Implications for Practice

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Questions???