

# POSITIVE FACTORS IN THE WORK ENVIRONMENT

## POSITIVE PSYCHOSOCIAL FACTORS

- Influence (job control) and participation
- Social support and group-based work
- Trust and justice
- Involvement, meaning, engagement and identification (attitudes, values and / or goals)
- Developmental leadership (guidance, inspiration and stimulation rather than control)
- Therapeutic return to work (employment on customized terms)
- Reward
- Balanced requirements
- Predictability at work

## POSITIVE FACTORS IN THE MUSCULOSKELETAL SYSTEM

- Workplace customization
- Exercises / training
- Etc.

*Adapted from Klitgaard & Clausen, 2010*