



# Judgment Index™ – RTW

*Judgment Matters!*

**Returning to Work is a Judgment Call** The Judgment Index™ – Return to Work (JI-RTW) provides unique insights to the decision making, judgment and motivation of individuals coping with work related injuries, acute illness or residuals of personal injuries and chronic diseases. The JI-RTW can be used by employers, human resource, occupational health and EAP professionals, as well as disability and worker's compensation case managers for specific return to work planning.

**JI - RTW Indicators** The following constellation of JI indicators offer insight to a timely return to or continuation of work following an injury, illness or a chronic disease..

**Administration** The JI-RTW is divided into three parts.

1. The administration of the Judgment Index (estimated 20 minutes via internet or paper form)
2. A summary analysis based on fifteen RTW specific indices
3. Recommendations and strategies are offered to guide the stay at work or return to work considerations.

#### Intrinsic Factors

- Meaning of work to others
- Meaning of work to self
- Role Satisfaction/self concept
- Self-image/self motivation
- Self criticism/self regard

#### Extrinsic Factors

- Problem solving ability
- Problem solving energy
- Understand decisions
- Integrate decisions
- Following directions

#### Systemic Factors

- Work-life balance
- Assertiveness
- Resilience under stress
- Comfort with change
- What is important?

The JI-RTW highlights the most likely approach to achieve a successful return to work. The indicators assist in aligning claimant, employee, employer expectations and accountability. Likewise, the JI-RTW assists in structuring communications, incentives and areas in need of development leading to either:

- A smooth return to work
- Preventing a person from getting stuck
- The recognition that a return to work may be highly unlikely.

**The Value** The JI-RTW highlights an individual's internal and external resources to continue and/or resume work following an injury, illness or chronic disease. With the timely application of the Judgment Index™, outcome studies and testimonials report cost savings to employers in the range of \$3.00 to \$8.00+ per dollar invested into the program.

For more detailed background information on the JI please for the [www.judgmentindex.com](http://www.judgmentindex.com)

To complete the JI, please go to [www.rcijri.com](http://www.rcijri.com) and entering in each of the 3 boxes: **workrx**  
When the JI is completed a brief analysis will be provided demonstrating the application of the tool.

**Professional Fees:** Please contact the WorkRx Group to review and discuss the professional fees:  
Kenneth Mitchell, Ph.D. 614.396.6106 or [kmitchell@workrxgroup.com](mailto:kmitchell@workrxgroup.com)