

Psychosocial Determinants Influencing Recovery—Assessment and Responses

When assessing psychosocial determinants influencing recovery (PDIR), this timetable can help triage risk factors for delayed recovery and potential responses in the critical first two months of disability prevention. Across all timeframes, regularly reinforce messages of normal recovery.

Discuss Worker’s Psychosocial History

- Inventory personal stressors and obligations (e.g., family, health, financial, child/elder care).
- Note nature of work place relationships (e.g., supervisors, co-workers, job/career satisfaction).

Assess Worker’s Coping Ability

- How does work injury and social support network affect ability to handle issues in psychosocial history?
- If a lot is going on, ask the worker if they think everything will be OK in a few weeks or months.

Potential Further PDIR Screening

- Consider psychosocial or disability risk scales (e.g., PHQ-4, FRQ) if they are having trouble coping.
- Consider referral for behavioral health consultation and assistance.

Care Phase	Assess Risk Factors	Potential Responses
Intake and Care Initiation (~Opening claim and first 2 weeks)	<ul style="list-style-type: none"> ■ Multiple prior claims or time-loss ■ No light duty or employer contact ■ Excessively anxious about RTW ■ Injury during increased work load (e.g., extended shifts; 2 jobs) ■ Poor initial intervention tolerance (e.g., medications/modalities) ■ Lack of active participation 	<ul style="list-style-type: none"> ■ Reassure about normal recovery and encourage daily incremental increase in activity (activity diary) ■ If work restrictions given: contact employer about modified duty (worker present/informed) ■ For employer issues with RTW: contact CC or CM for help
If Progress Stalls (~2–6 weeks after opened)	<ul style="list-style-type: none"> ■ Limited functional improvement for type/severity of condition ■ Antagonism about normal diagnostic/consultation findings ■ Failure/resistance with RTW ■ Delays in Adjudication/consultation ■ CC alert regarding a Positive FRQ 	<ul style="list-style-type: none"> ■ If no return to work within 2 weeks, ensure FRQ has been completed (AP or CC) ■ Identify possible PDIR risk factors and address the barriers (FRQ workflow) ■ Engage CC or CM for support in addressing positive FRQ
If Inadequate Progress Continues	<ul style="list-style-type: none"> ■ Functional progress plateaus ■ Job of injury is lost ■ Additional diagnoses later in claim ■ Compliance problems with care ■ MMI determination delays (IMEs, vocational issues, work hardening) ■ Contact from CM asking if additional services are needed 	<ul style="list-style-type: none"> ■ Discuss next steps with CM ■ Confirm that L&I is coordinating RTW ■ Discuss functional progress, fear avoidance, or activity avoidance with rehab provider ■ Case conference or telephone call to coordinate with other providers

Additional Resources

Learn more about PDIR support resources you can perform in-office at www.Lni.wa.gov/Psychosocial, including how to refer for Activity Coaching, Behavioral Health Consult, or Vocational Rehabilitation Counselor.

Upon request, foreign language support and formats for persons with disabilities are available. Call 1-800-547-8367. TDD users, call 711. L&I is an equal opportunity employer.

Abbreviations	
AP – Attending provider	MMI – Maximal medical improvement
CC – Care coordinator	PDIR – Psychosocial Determinants Influencing Recovery
CM – Claim manager	RTW – Return to work
FRQ – Functional Recovery Questionnaire	
IME – Independent medical examination	