

Nationale Dagen  
Journées Nationales  
27-28/10/2025

# Accompagner le retour au travail: spécificité de la thérapie axée sur le travail et de la réalité virtuelle

Stéphanie Delroisse,  
PhD, professeure de  
Psychologie clinique

Belgische  
Beroepsvereniging voor  
Arbeidsgeneesheren

BBvAg

§

APBMT

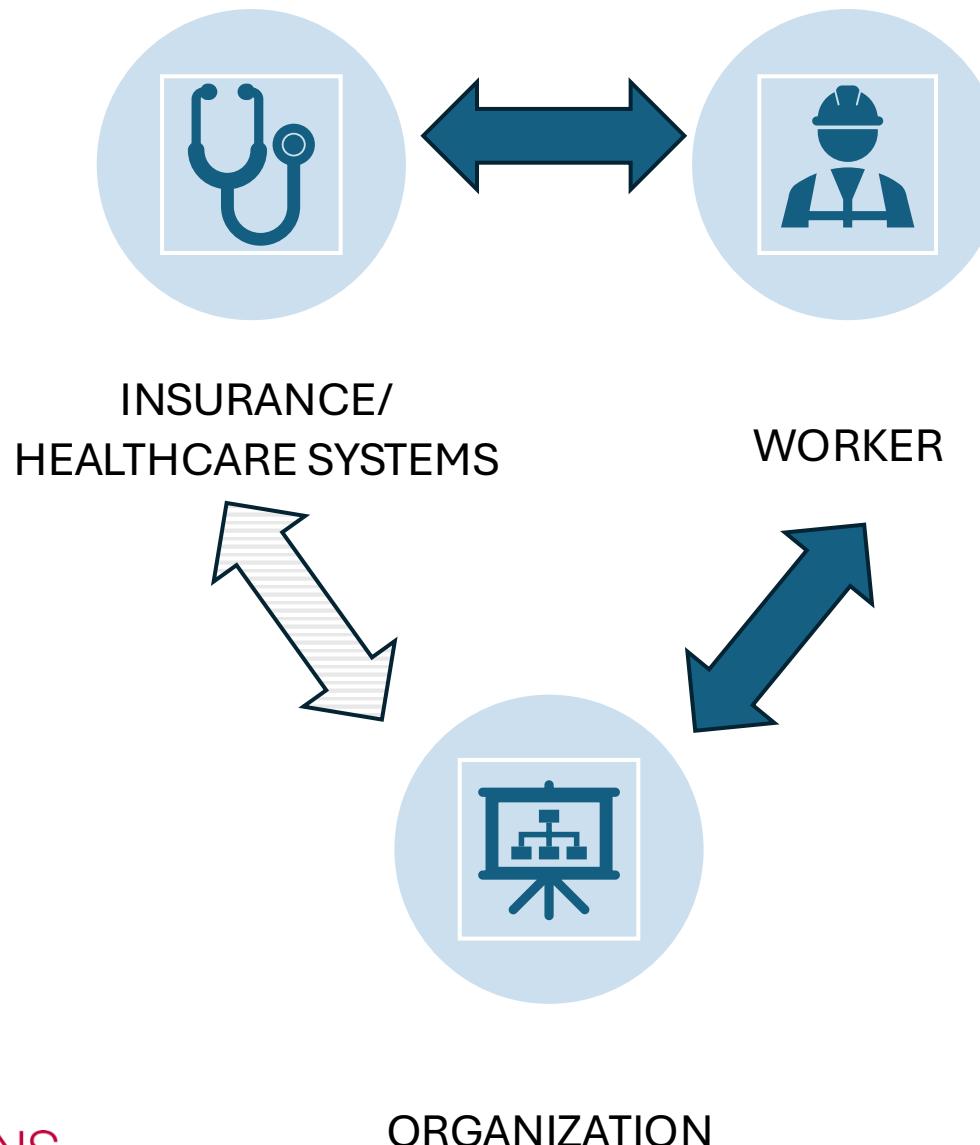
Association  
Professionnelle Belge  
des Médecins du Travail



UMONS  
Université de Mons

melimpus

# Ideal RTW process



Personal factors facilitating RTW (Gragnano et al., 2021) :

- RTW Self-efficacy
- RTW expectations
- Work ability

# What is Work-focused CBT? (Slater et al., 2023)

- *W-CBT it is a stand-alone intervention where CBT is delivered with an understanding RTW is the goal. Thus, W-CBT strategies and techniques are always framed by matters, subjects and contexts related to work.*
- *Components of W-CBT:*
  - *work related goal setting,*
  - *work related psychoeducation,*
  - *work-related behavioural activation with a gradual return to work plan,*
  - *work related problem solving,*
  - *work-related cognitive therapy and*
  - *homework.*

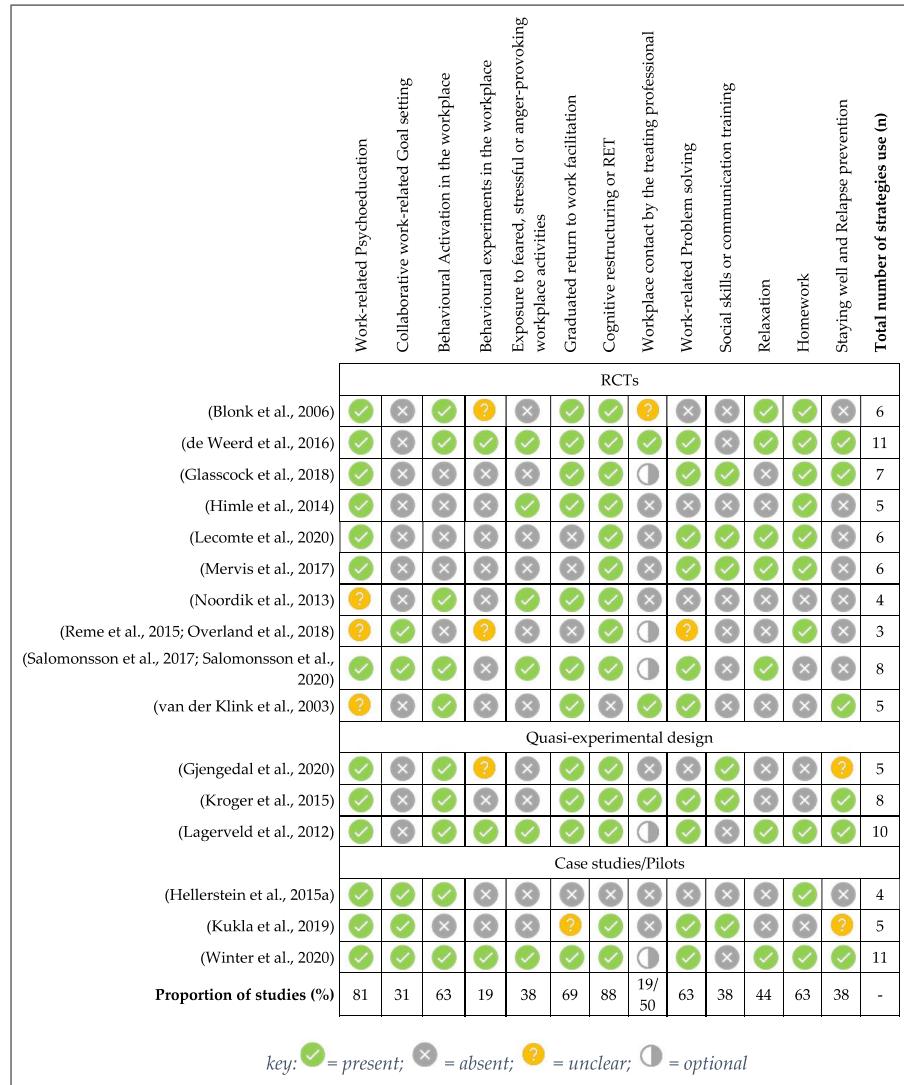


Figure 3. Number and types of W-CBT strategies used across all studies (n = 16).

# The use of virtual reality in healthcare

- Three applications of VR in psychology and in providing support to individuals:



Exposure in the context of emotional disorders



Distraction in pain management



Skills development and training



## Session 1

Right time,  
right place?

Tools : VR, self-  
reflection  
exercise about  
motivation, goal  
and plan,  
homework

## Session 2

Demands  
and  
resources

Tools :  
psychoeducatio  
n about  
obstacles and  
resources, work  
ability, VR and  
homework

## Session 3

My Beliefs  
about work

Tools :  
psychoeducatio  
n, VR,  
dysfunctional  
beliefs and  
cognitive R,  
homework

## Session 4

Meeting  
my  
colleagues

Tools : VR,  
homework

## Session 5

Meeting  
my  
manager

Tools : VR,  
homework

## Session 6

My work/  
life balance

Tools : VR,  
homework

## Session 7

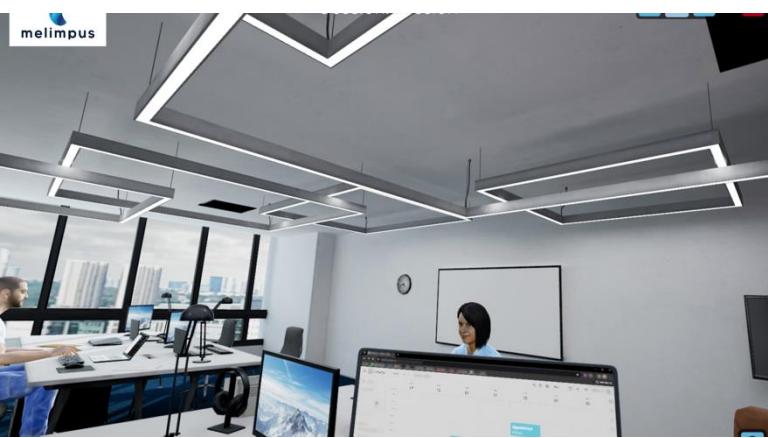
Soft skills :  
How do I  
present  
myself?

Tools :  
psychoeducatio  
n, VR,  
homework

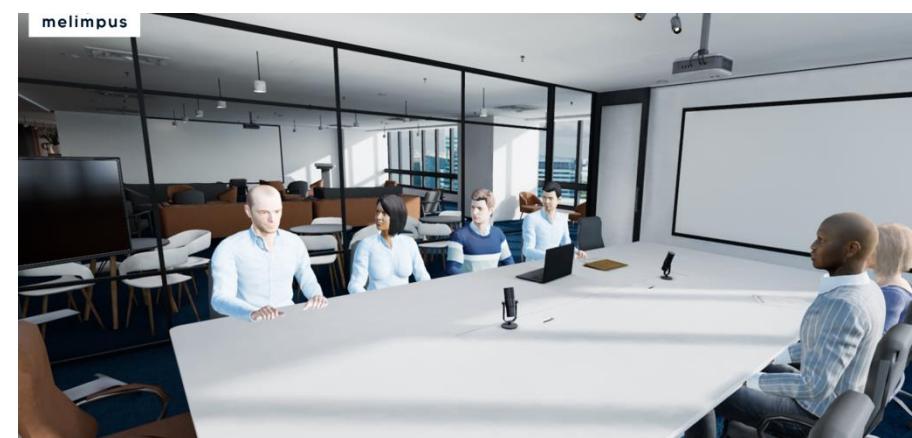
## Session 8

Soft skills :  
How do I  
assert  
myself at  
work?

Tools :  
psychoeducatio  
n, VR,  
homework



Melimpus RTW journey



# Pilot study : The effectiveness of VR-based W-CBT for patients experiencing burnout: a single-case experimental design study

**Method** : Single-case experimental design (SCED) using an A-B-A structure (Kadzin, 2011; Lobo, 2017; Morley, 2018). **Phase A** consisted of a 3-week baseline, **Phase B** of a 9-session intervention delivered over nine weeks, and the final **A Phase** of a 3-week follow-up.

Ppt	Gender	Age	Sector	Profession	Sick leave
1	Female	54	Pharmaceutical	Admin. employee	4 months
2	Male	56	Automotive	Team manager	2 months
3	Male	48	Education	Teacher	18 months
4	Female	40	Automotive	Occupational therapist	6 months
5	Female	53	Heath Care	Receptionist	84 months

## Primary outcomes

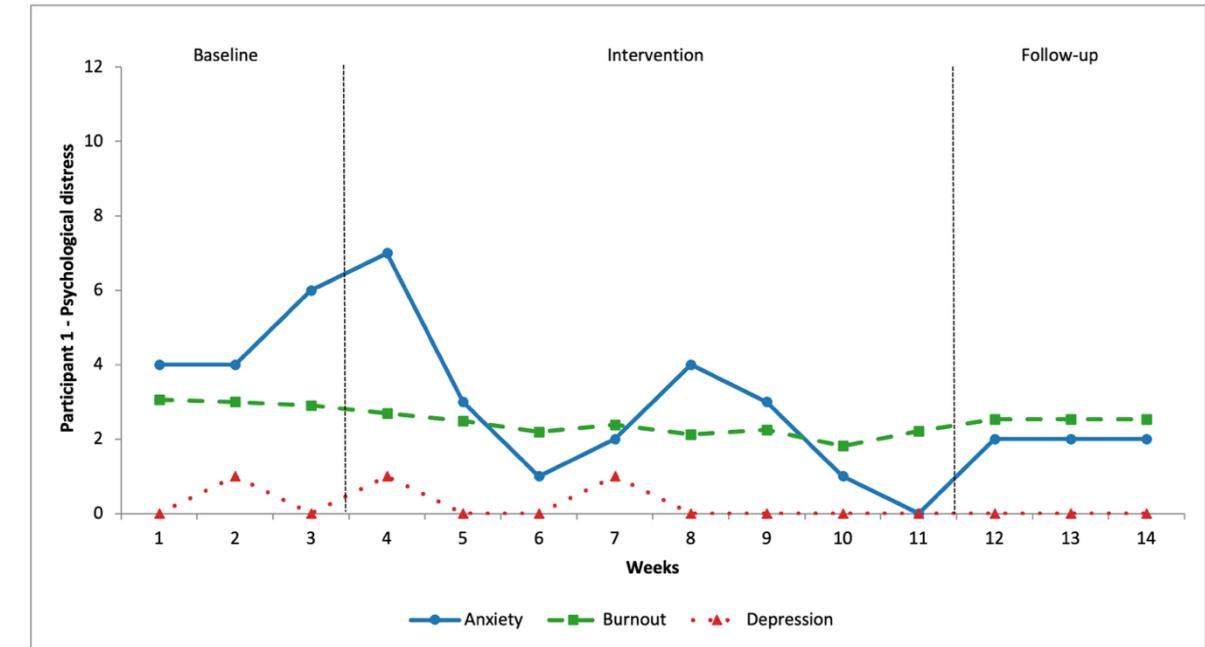
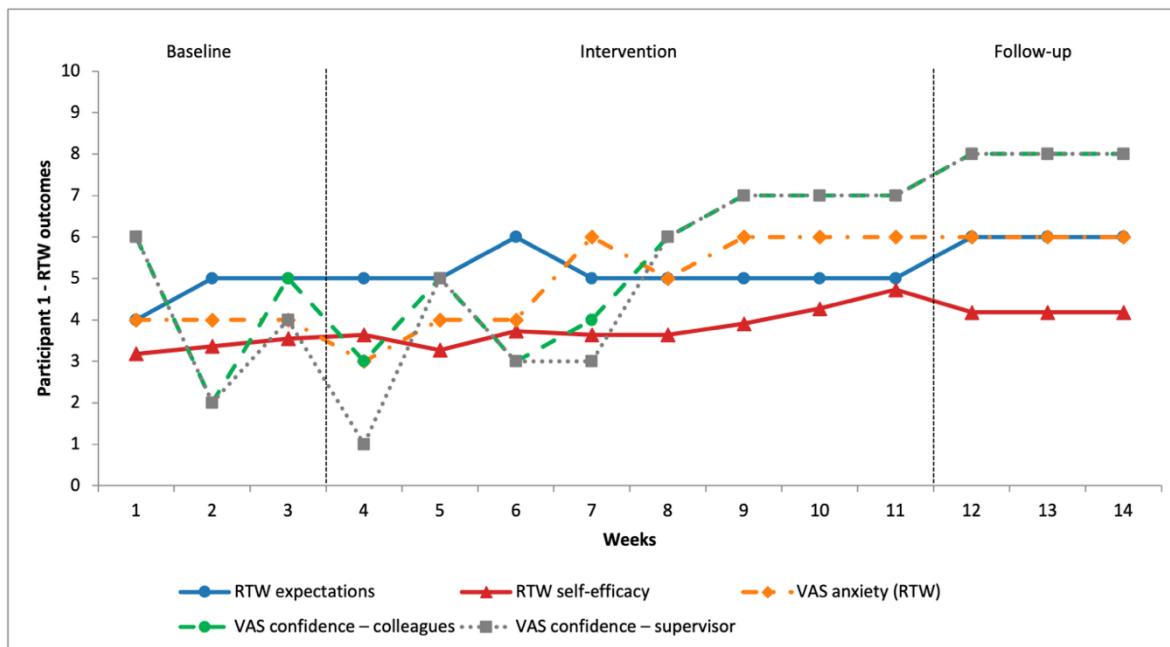
- RTW self-efficacy
- RTW expectations
- Self-confidence – colleagues
- Self-confidence – manager
- RTW-related anxiety

## Secondary outcomes

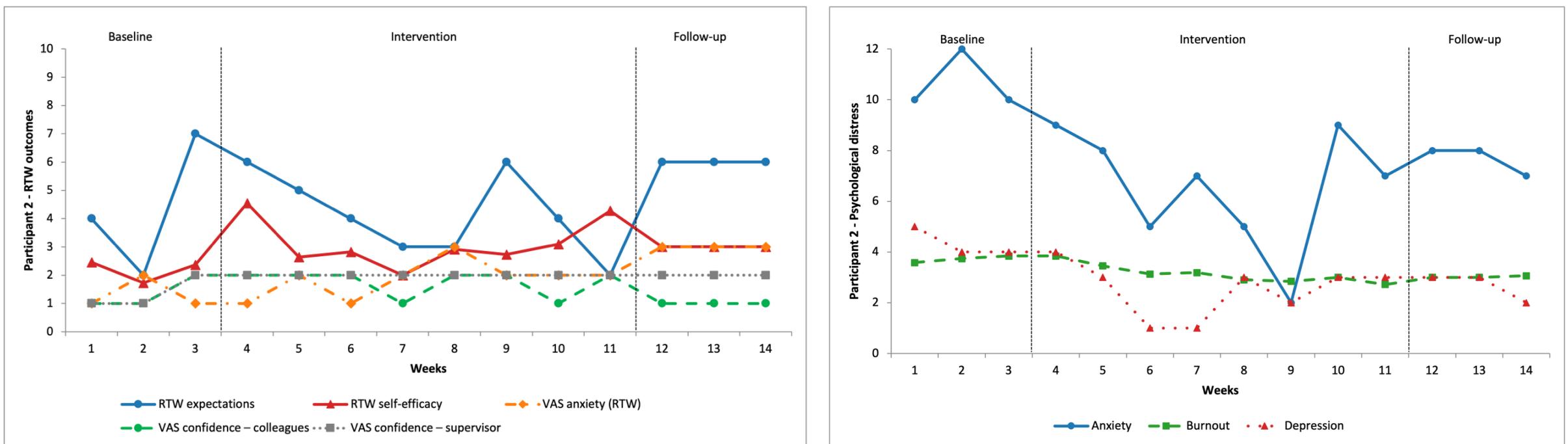
- Burnout
- Anxiety symptoms
- Depressive symptoms

# Results : Participant 1

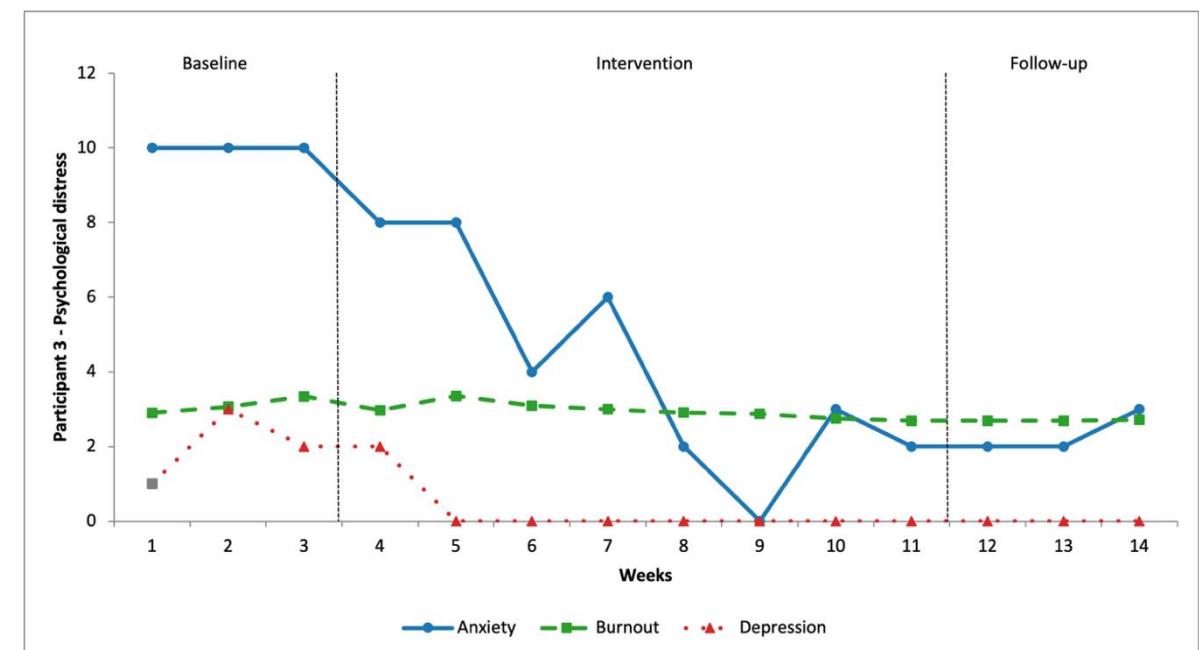
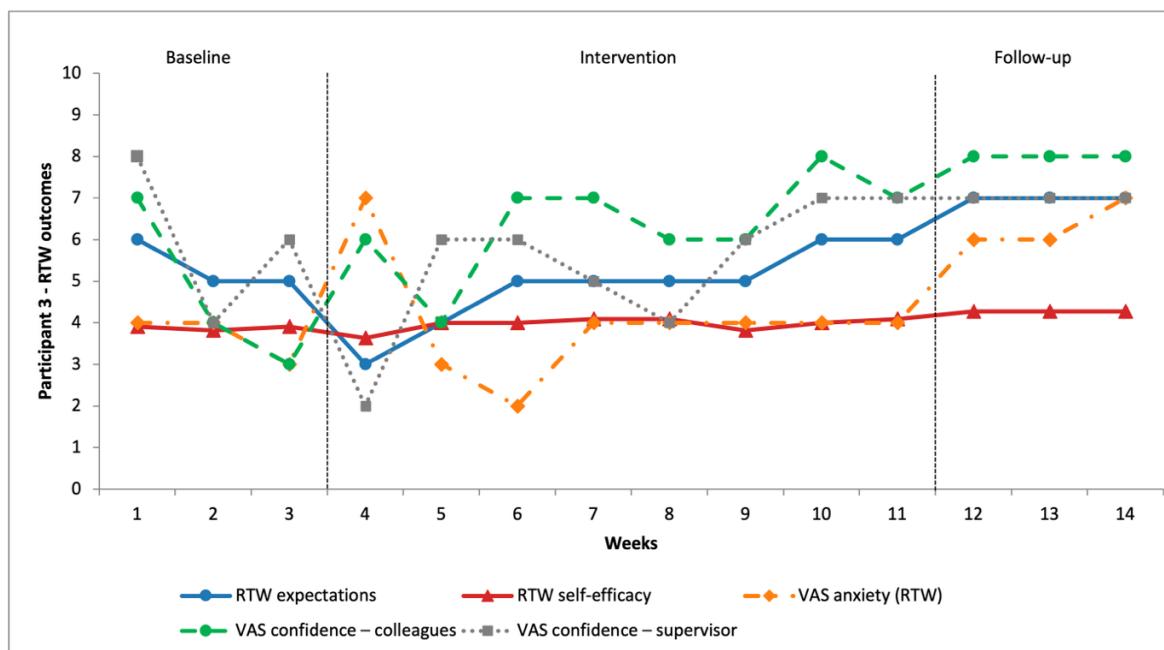
Intervention period: Week 4 to Week 11



# Results : Participant 2

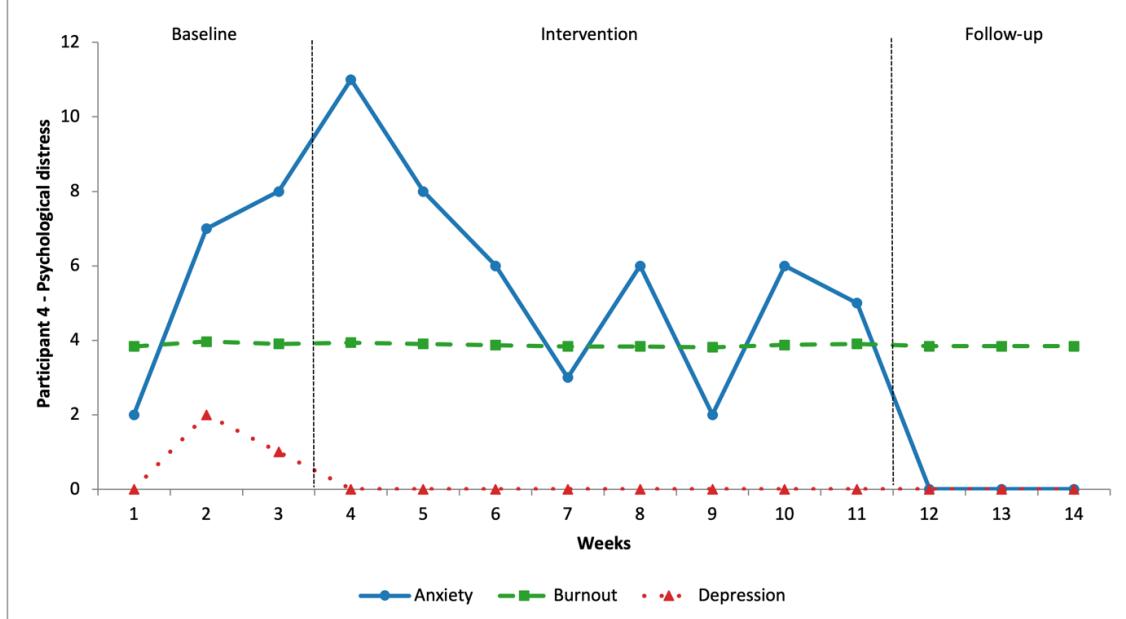
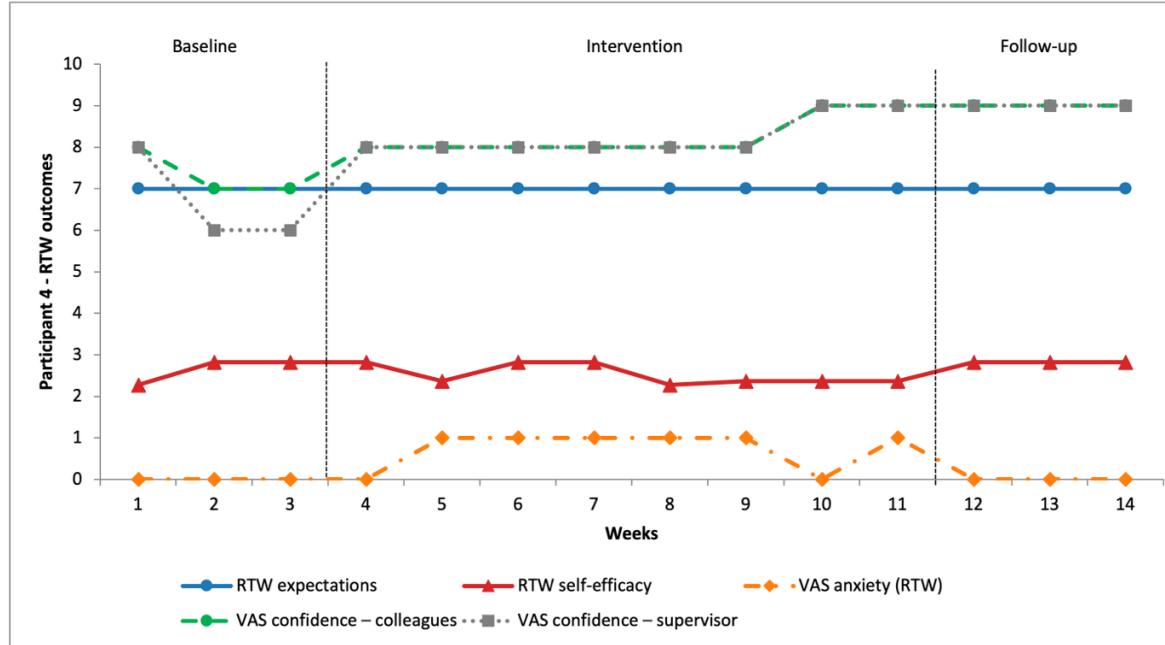


# Results : Participant 3



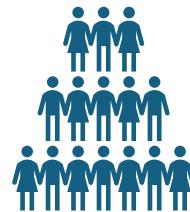
# Results : Participant 4

RTW outcomes



# Discussion and conclusion

- Together, the pattern of results across both primary and secondary outcomes provides converging evidence for the intervention's effectiveness in enhancing readiness for RTW for Participants 1, 2 and 3.
- But, Participant 4 exhibited minimal change on most outcomes .
- Future directions



Generalization of results  
with a larger sample



For whom this RTW  
program is most suitable?



Other conditions than BO :  
CMD, MSD, cancer

- *Merci pour votre attention !*
- *Bedankt voor uw aandacht !*

