

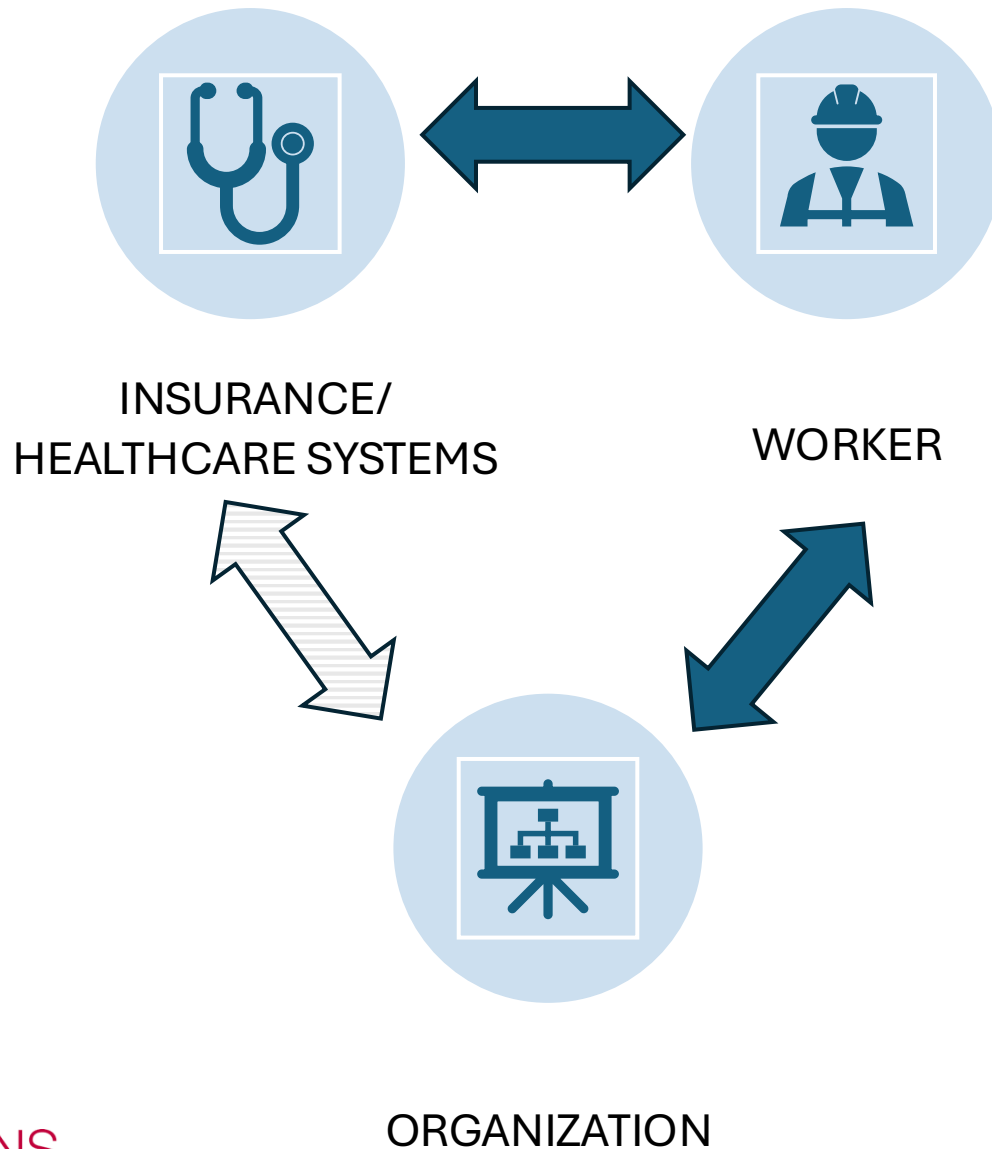
Nationale Dagen  
Journées Nationales  
27-28/10/2025

# 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



# Ideal RTW process



Personal factors facilitating RTW (Gagnano 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.*

	Work-related Psychoeducation	Collaborative work-related Goal setting	Behavioural Activation in the workplace	Behavioural experiments in the workplace	Exposure to feared, stressful or anger-provoking workplace activities	Graduated return to work facilitation	Cognitive restructuring or RET	Workplace contact by the treating professional	Work-related Problem solving	Social skills or communication training	Relaxation	Homework	Staying well and Relapse prevention	Total number of strategies use (n)
RCTs														
(Blonk et al., 2006)	✓	✗	✓	?	✗	✓	✓	?	✗	✗	✓	✓	✗	6
(de Weerd et al., 2016)	✓	✗	✓	✓	✓	✓	✓	✓	✓	✗	✓	✓	✓	11
(Glasscock et al., 2018)	✓	✗	✗	✗	✗	✓	✓	○	✓	✓	✗	✓	✓	7
(Himle et al., 2014)	✓	✗	✗	✗	✓	✓	✓	✗	✗	✗	✗	✓	✗	5
(Lecomte et al., 2020)	✓	✗	✗	✗	✗	✓	✓	✓	✓	✓	✓	✓	✗	6
(Mervis et al., 2017)	✓	✗	✗	✗	✗	✓	✓	✓	✓	✓	✓	✓	✗	6
(Noordik et al., 2013)	?	✗	✓	✗	✓	✓	✓	✗	✗	✗	✗	✗	✗	4
(Reme et al., 2015; Overland et al., 2018)	?	✓	✗	?	✗	✓	✓	○	?	✗	✗	✓	✗	3
(Salomonsson et al., 2017; Salomonsson et al., 2020)	✓	✓	✓	✗	✓	✓	✓	○	✓	✗	✓	✗	✗	8
(van der Klink et al., 2003)	?	✗	✓	✗	✗	✓	✗	✓	✓	✗	✗	✗	✓	5
Quasi-experimental design														
(Gjengedal et al., 2020)	✓	✗	✓	?	✗	✓	✓	✗	✗	✓	✗	✗	?	5
(Kroger et al., 2015)	✓	✗	✓	✗	✗	✓	✓	✓	✓	✓	✗	✗	✓	8
(Lagerveld et al., 2012)	✓	✗	✓	✓	✓	✓	✓	○	✓	✗	✓	✓	✓	10
Case studies/Pilots														
(Hellerstein et al., 2015a)	✓	✓	✓	✗	✗	✗	✗	✗	✗	✗	✗	✓	✗	4
(Kukla et al., 2019)	✓	✓	✗	✗	✗	?	✓	✗	✓	✓	✗	✗	?	5
(Winter et al., 2020)	✓	✓	✓	✓	✓	✓	✓	○	✓	✗	✓	✓	✓	11
Proportion of studies (%)	81	31	63	19	38	69	88	19/50	63	38	44	63	38	-
key: ✓ = present; ✗ = absent; ? = unclear; ○ = optional														

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:



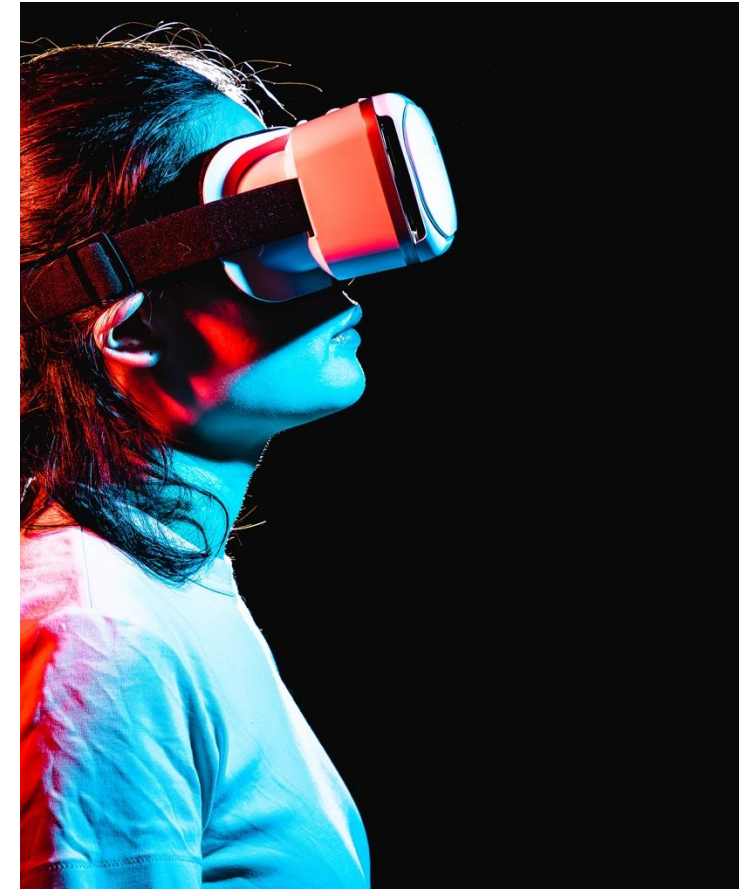
Exposure in the  
context of emotional  
disorders



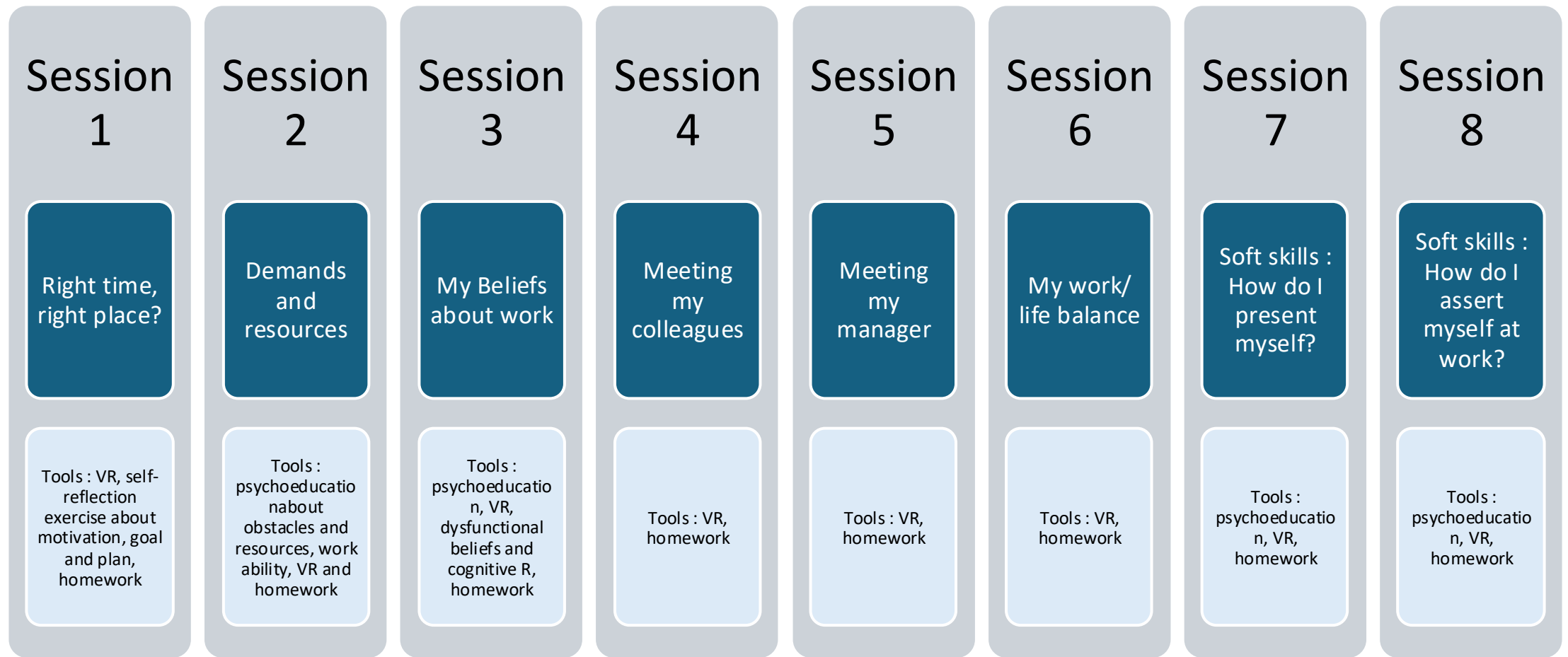
Distraction in pain  
management



Skills development  
and training







## 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

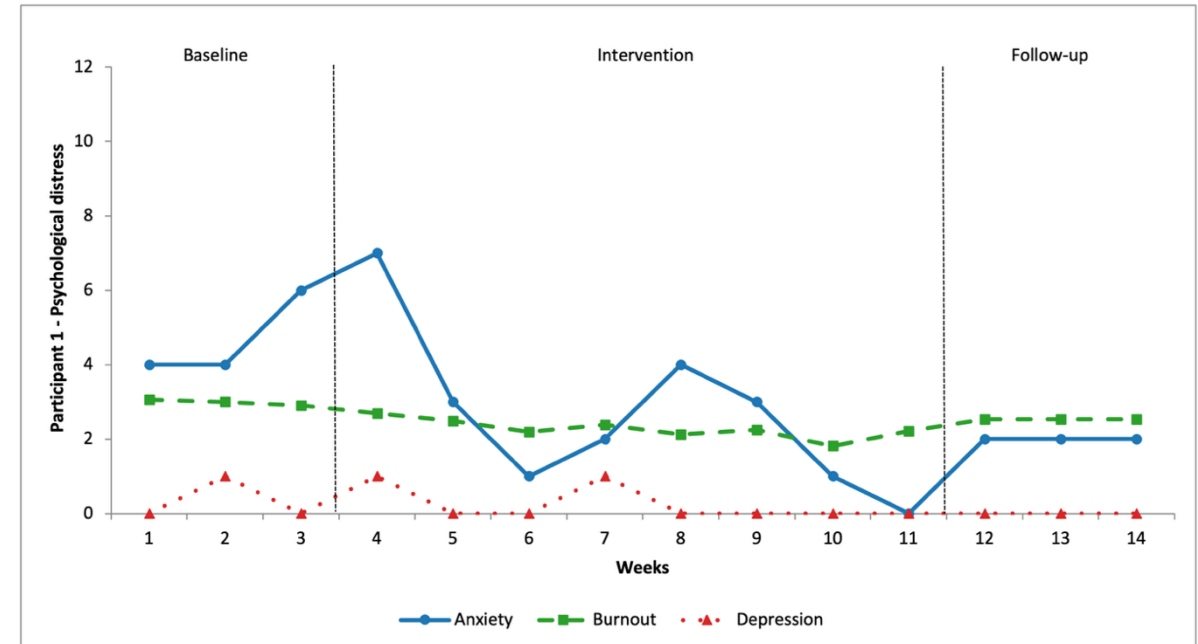
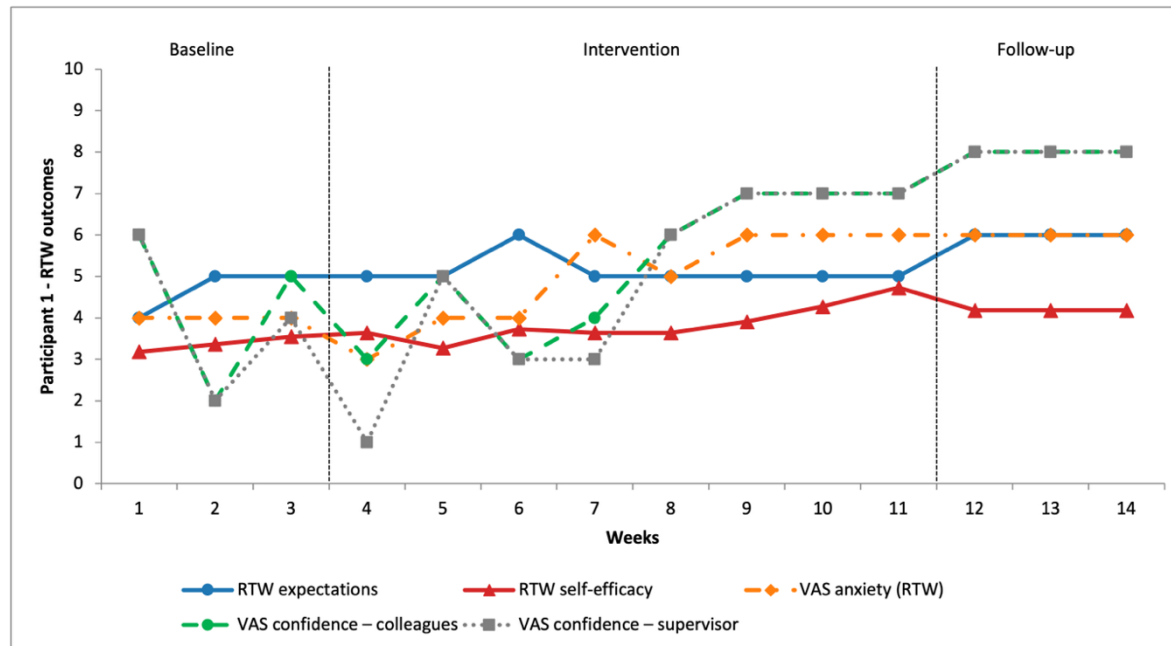
## Primary outcomes

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

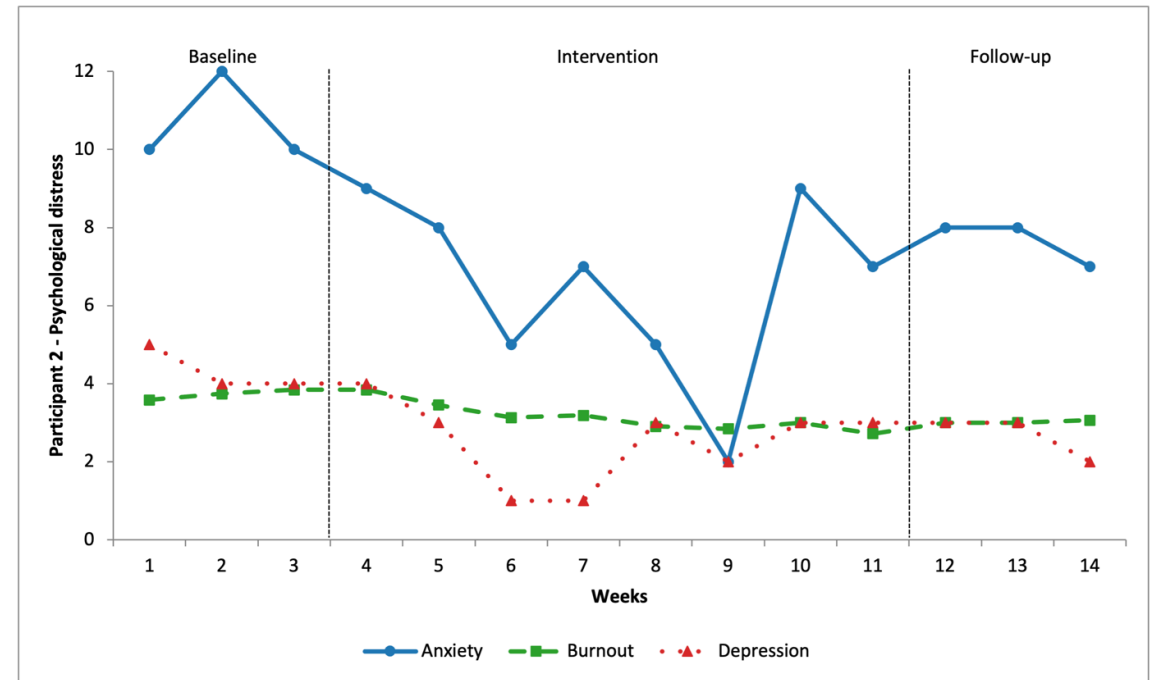
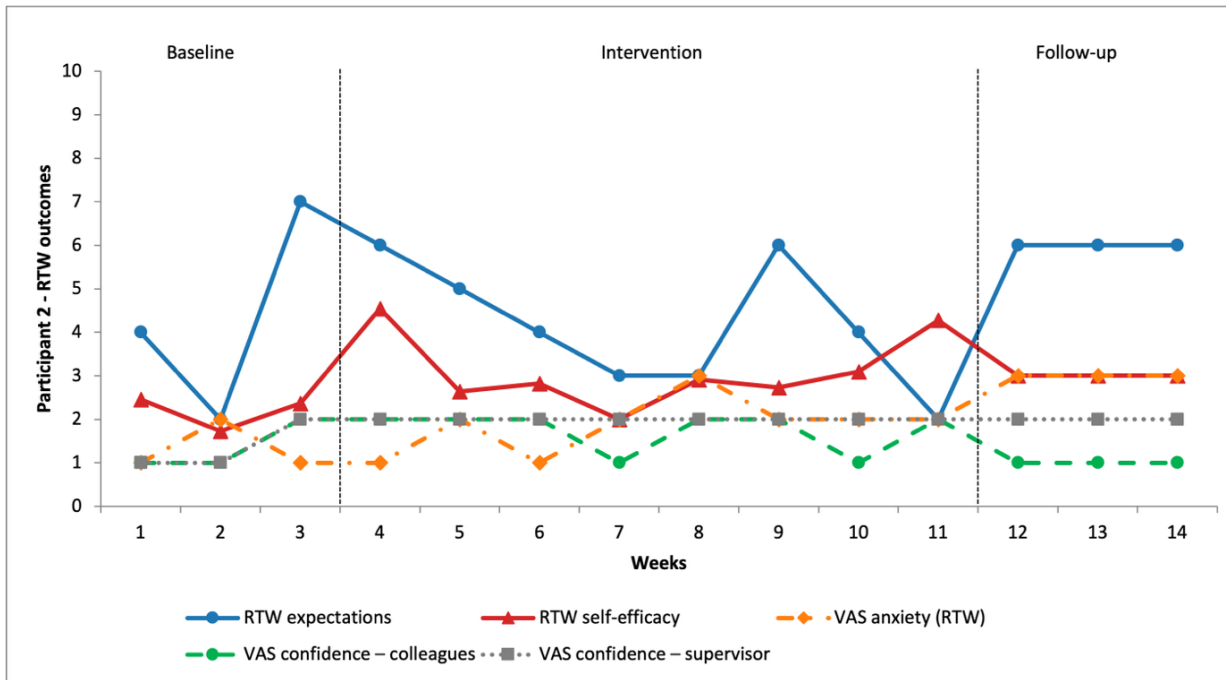
## Secondary outcomes

- Burnout
- Anxiety symptoms
- Depressive symptoms

# Results : Participant 1

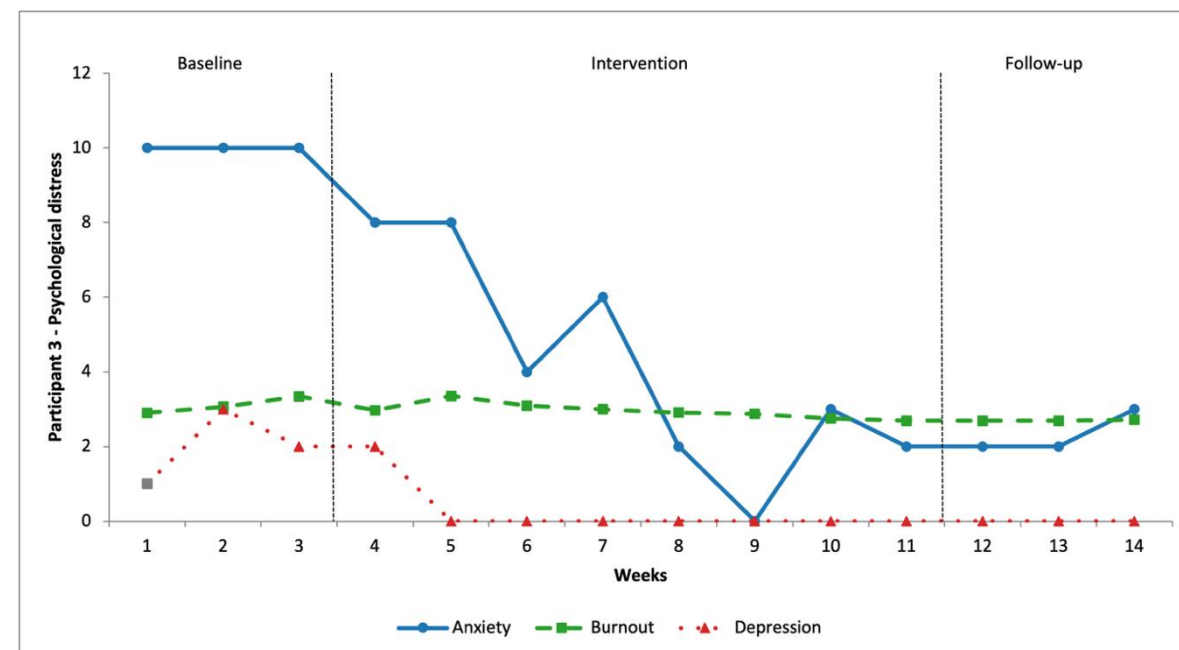
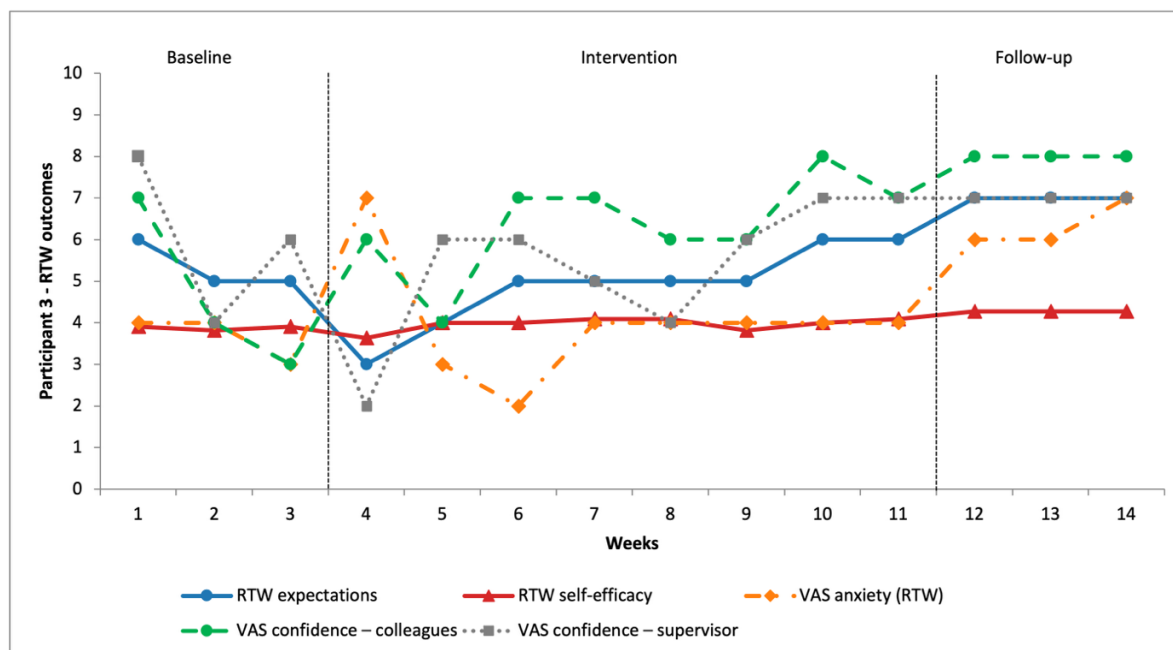


# Results : Participant 2

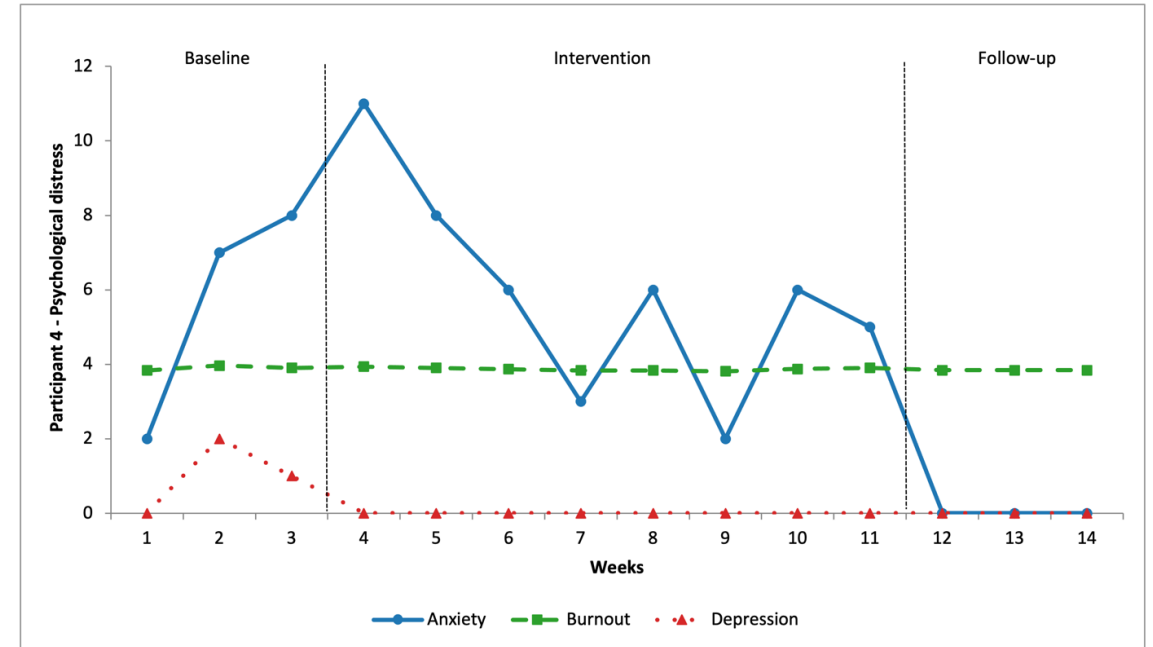
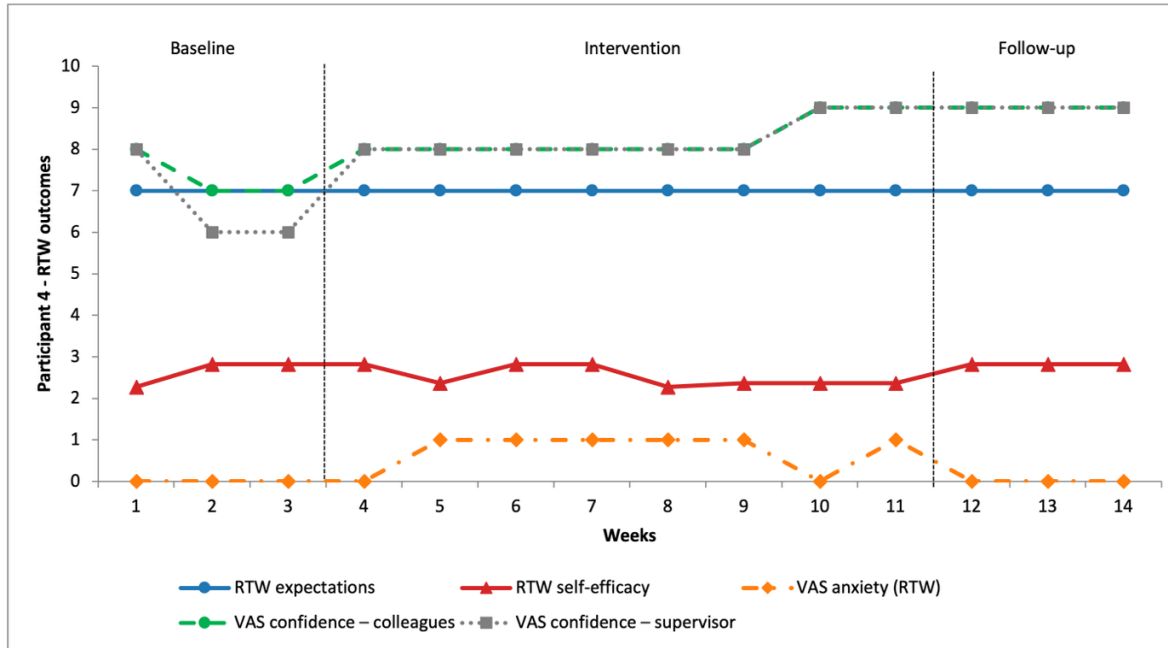




# Results : Participant 3

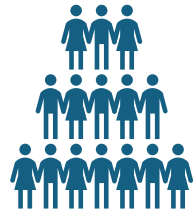


# Results : Participant 4



# 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 !*

