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## **PERSONAL GOALS OF OCCUPATIONAL HEALTH NURSES IN OCCUPATIONAL REHABILITATION: THE RELATION TO WORK HEALTH MODEL**

**Background:** Occupational rehabilitation of occupational health nurses has carried out in Kiipula Rehabilitation Centre since 1997. From the beginning the objectives of rehabilitation have been enhanced ability to work, greater insight of work health status and its primary causes, expanded work and life control, and adaptation to ageing and changes in work. Järvikoski & Härkäpää (1995b) have argued that preventive and environmental (e.g. working conditions) interventions should apply in occupational rehabilitation in greater extend. Simultaneously, the importance of personal goals and aspirations has become more evident in psychology (Emmons, 1992; Little, 1989) and rehabilitation (Järvikoski & Härkäpää, 1995a). The knowledge about compatibility of social trends of occupational rehabilitation and expectancies of participators of occupational rehabilitation programs is unfortunately still sparse.

**Purpose:** The purpose of this study is to reveal the personal goals of occupational health nurses participating an occupational rehabilitation program in the perspective of work health model presented by Ilmarinen (1995). According to this model work health has four dynamically reciprocal component: ageing, health status, work, and lifestyle.

**Method:** Subjects for this study were 26 occupational health nurses admitted to the Finnish Social Insurance Institution –financed multidisciplinary occupational rehabilitation program. Personal goals were assessed with Personal Project Inventory (Little, 1983) and each project was classified independently by two assessors in 4 categories (ageing, health status, work, and lifestyle) on the basis of content.

**Results:** The subjects produced total of 107 goals (an average of 4,1 goals /subject). From these 42 (39,3%) were related to lifestyle, 38 (35,5%) to work, 25 (23,4%) to health and 2 (1,9%) to ageing. Typical goals in lifestyle were: more time with family, dieting, and exercising. Goals in work aimed at greater know-how and personal control, and clearer job description. In the health domain the subjects strived for relief of pain and other physical symptoms and greater life control. Both goals in ageing were related to seeking more personal acceptance toward own ageing.

**Conclusions:** Almost 75% of the personal goals were related to lifestyle (prevention) and work (environment), which is in line with social progress and demands. Despite this, taking personal goals as starting point in occupational rehabilitation is challenging both rehabilitation as system and people working in the field: former patients are now seen as an equal partners and active co-workers in planning both the objectives and means of their rehabilitation program.