{wcb Workers'
      Compensation
      Board – Alberta

Research Project Details	
Title	Optimizing psychological injury assessments for workers' compensation: A systematic review and meta-analysis of validity, reliability, and occupational applicability
Investigator(s)	Dr. Mehri Karimi-Dehkordi, Grant MacEwan University
Funding Period	2025-2027
Budget	$33,000.00
Issue/Rationale	The assessment of work-related psychological injuries remains an evolving area of research, as new tools are developed and existing instruments continue to be re-evaluated for their validity and reliability. Given that psychological disorders such burnout, depression, anxiety, and post-traumatic stress disorder (PTSD) are difficult to relate to occupational causes, they pose major difficulties in workplace health settings. While a range of psychological assessment tools is currently in use, ongoing research into their psychometric properties may reveal changes in their accuracy and applicability across different industries and workplace environments. Since assessment methodologies continue to evolve, there is a critical need to systematically evaluate these tools to ensure their scientific rigor and clinical relevance in occupational health and return-to-work contexts
Objective(s)	This project addresses this need by conducting a systematic review of psychological assessment instruments used in the evaluation of work-related psychological injuries. The study will examine the psychometric performance of both widely used and emerging tools, including their validity, reliability, and relevance to specific workplace contexts. Given the growing complexity of psychological injury claims and the increasing diversity of working environments, this research also explores how recently developed tools may offer more precise assessment capabilities for clinical and workplace-based decision-making.
Anticipated Results/ Impact	The study will yield evidence-based recommendations for psychologists, physicians, and other health care providers directly engaged in the clinical evaluation and management of psychological injuries by systematically analyzing the psychometric strength and occupational relevance of these tools. These results will direct the choice of suitable tools that enable fair, accurate, and timely evaluations in clinical treatment and return-to-work planning. For injured workers, using the most valid and contextually appropriate tools supports timely access to care and reduces the risk of misdiagnosis. More accurate assessments support employers and occupational health teams to effectively and efficiently manage injuries and improve better return-to-work results. More generally, improving the quality of psychological injury evaluations supports the shared objective of creating a healthy, productive workforce in Alberta and fosters safer, more supportive workplaces.
Keywords	Assessment tools, evaluation, psychological injury, validity, methodology, treatment, systematic review