**Multimedia Appendix 2.** Demographic data, descriptive statistics for primary outcome measures, and secondary outcomes at baseline for all participants completing the first assessment.

| Characteristics                      | Intervention (n=48) | Wait-list (n=44) |
|--------------------------------------|---------------------|------------------|
| Age (years), mean (SD)               | 45.9 (10.5)         | 40.5 (10.2)      |
| Sex, female, n (%)                   | 42 (88%)            | 39 (89%)         |
| Percent working of full-time, mean (SD) | 98% (19.1)       | 97% (7.7)        |
| **Marital status, n (%)**            |                     |                  |
| Living alone                         | 6 (13)              | 11 (25)          |
| Living with partner                  | 15 (31)             | 12 (27)          |
| Married                              | 27 (56)             | 21 (48)          |
| **Education, n (%)**                 |                     |                  |
| Compulsory school                    | 1 (2)               | 0                |
| Upper secondary school               | 8 (17)              | 12 (27)          |
| Bachelor degree                      | 34 (71)             | 26 (59)          |
| Master degree                        | 5 (10)              | 6 (14)           |
| **Work sector, n (%)**               |                     |                  |
| Private                              | 5 (10)              | 8 (18)           |
| County council                       | 19 (40)             | 21 (48)          |
| Municipality                         | 24 (50)             | 15 (34)          |
| **Employment, n (%)**                |                     |                  |
| Permanent                            | 46 (96)             | 42 (96)          |
|                                | Temporary    | By hours     |
|--------------------------------|--------------|--------------|
|                                | 1 (2)        | 2 (5)        |
| **Chronic illness, n (%)**     | 9 (19)       | 8 (18)       |
| **Reports sick leave last year, n (%)** | 10 (21)     | 5 (11)       |
| **Sick leave during last year, n, mean (SD)** | n=6, 66.7 (51.6) | n=9, 55.6 (52.7) |
| **Sick leave (weeks), n, mean (SD)** | n=9, 5.6 (5.7) | n=9, 1.6 (2.4) |
| **Perceived Stress, mean (SD)** | 26.83 (5.21) | 26.23 (5.9)  |
| **Coping self-efficacy scale, median (IQR, 25th percentile:75th percentile)** | n=45 148 (121.5:166) | n=42 143.5 (117.3:165.5) |
| **Utrecht Work Engagement Scale, median (IQR, 25th percentile:75th percentile)** | n=44 4.2 (3.6:4.7) | n=39 4.3 (3.6:5) |
| **Vigor**                      | 4 (3.3:4.6)  | 4 (3.3:5)    |
| **Dedication**                 | 4.3 (3.7:5)  | 4.7 (4:5.3)  |
| **Absorption**                 | 4 (3.3:4.7)  | 4 (3.7:5)    |
| **Brief Coping Orientation to Problems Experienced Inventory, median (IQR, 25th percentile:75th percentile)** | n=41 5 (4.6) | n=37 5 (3.5:6) |
| **Self-distraction**           | 5 (4.6)      | 5 (3.5:6)    |
| **Problem-focused coping**     | 12 (11:12)   | 12 (10:13)   |
| **Avoidant coping**            | 9 (7:10)     | 9 (8:10)     |
|                             | Median (IQR)   | Median (IQR)   |
|-----------------------------|---------------|---------------|
| Socially supported coping   | 15 (13:18)    | 15 (13:17)    |
| Emotion-focused coping      | 19 (17:21)    | 18 (15.5:20.5)|
| Self-blame                  | 5 (4:6)       | 5 (4:6)       |
| Coping through emotional processing | 2.5 (2:3)      | 2.5 (2:2.8)      |
| Coping through emotional expression | 2.3 (1.5:2.8)  | 2.3 (2:2.8)  |

The short version of the General Nordic Questionnaire for Psychological and Social Factors at Work, median (IQR, 25th percentile:75th percentile)

|                             | Median (IQR)   | Median (IQR)   |
|-----------------------------|---------------|---------------|
| Quantitative demands        | 3.5 (3:4)     | 4 (3.3:4.3)   |
| Demands on learning         | 2.5 (1.5:3)   | 2.5 (1.5:3)   |
| Role clarity                | 4 (3.5:4)     | 4 (3:5)       |
| Role conflicts (single item)| 2 (2:3)       | 3 (1:3)       |
| Positive challenges at work | 4 (3.5:4.5)   | 4.5 (4:4.5)   |
| Control over decisions      | 3 (2.5:3)     | 3 (2.5:3)     |
| Control over working pace   | 3.5 (3:4)     | 3.5 (2.3:4.5) |
|                                           | Predictability over next month (single item) | Predictability (single item) | Experience of mastery (single item) | Support from employer | Support from colleagues (single item) | Support from friends and family (single item) | Social interaction (single item) | Encouraging leadership | Social climate | Innovative climate | Inequality | Personnel targets |
|-------------------------------------------|---------------------------------------------|-------------------------------|------------------------------------|-----------------------|--------------------------------------|---------------------------------------------|--------------------------------|---------------------|---------------|------------------|------------|------------------|
|                                           | 4 (2:4)                                     | 3 (2:4)                      | 4 (3:4)                            | 4 (3:4)               | 4 (4:5)                              | 4 (3:4)                             | 3 (2:3)                      | 3.5 (3:4)           | 4 (3.5:4)     | 4 (3.5:4.5)     | 1 (1:2)    | 3 (2.5:3.5)     |
|                                           | 4 (2:5)                                     | 3 (2:4)                      | 4 (3:4)                            | 3.5 (3:4)             | 4 (4:5)                              | 4 (3:4)                             | 3 (2:4)                      | 3.5 (2.5:4)         | 4 (3.5:4.5)     | 3.5 (3:4)       | 1 (1:2)    | 2.5 (1.8:3.5)   |
|                                   | Median (IQR, 25th percentile:75th percentile) | Median (IQR, 25th percentile:75th percentile) |
|-----------------------------------|----------------------------------------------|----------------------------------------------|
| Organizational culture and climate (single item) | 3 (3:4)                                      | 3 (3:4)                                      |
| Teamwork                          | 4 (3.5:4.5)                                  | 4.5 (3.5:4.5)                                |
| Work satisfaction                 | 3.5 (2.5:4)                                  | 3.5 (2.8:4)                                  |
| Stress (single item)              | 3 (3:4)                                      | 4 (3:4)                                      |
| Motivation to Change Questionnaire, median (IQR, 25th percentile:75th percentile) | n=43                                         | n=42                                         |
| Social support in life            | 3 (3:3)                                      | 3 (2.5:3)                                    |
| Control in life                   | 3 (3:3)                                      | 3 (3:3)                                      |
| Mastery in life                   | 3 (3:3)                                      | 3 (3:3)                                      |
| Challenges in life                | 3 (3:3.5)                                    | 3 (3:3.5)                                    |
| Values                            | 3 (3:3)                                      | 3 (2:3)                                      |
| Self-efficacy                     | 3 (3:4)                                      | 3 (3:4)                                      |
| Self-confidence                   | 3 (3:4)                                      | 3 (3:4)                                      |
| Coworker support                  | 3 (3:3)                                      | 3 (3:4)                                      |
| Supervisory support               | 3 (2:3)                                      | 3 (2:3)                                      |
| Challenges in work                | 3.5 (3:3.5)                                  | 3.5 (3:4)                                    |
| Job control                       | 3 (3:3)                                      | 3 (2:3)                                      |
| Goals                             | 3 (3:3.5)                                    | 3.5 (3:3.5)                                  |