

Multimedia Appendix. Selected characteristics of included studies.

| Study | Population (n) | Control and data analysis | Psychological inclusion criteria | Psychological outcome (subscale)^a | Work outcome (subscale)^a | Study attrition at post intervention |
|-----------------------------|--|---|---|--|--|---|
| Abbott et al, 2009 [56] | Sales managers from an Australian industrial organization (53) | Wait list control (WLC) Intention to treat (ITT) | None | Depression, Anxiety, Stress Scale (DASS-21) (stress) | Volume of product sold (% of target met) | Intervention=53.8% (14/26) Control=29.6% (8/27) |
| Aikens et al, 2014 [57] | Employees from a US chemical company (89) | WLC ITT | None | Perceived Stress Scale (PSS-14) | N/A ^b | Intervention=18.2% (8/44) Control=6.7% (3/45) |
| Allexandre et al, 2016 [52] | Employees from a US corporate call center (91 ^c) | WLC ITT | None | PSS-10 | Productivity | Intervention=44.4% (24/54) Control=32.4% (12/37) |

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|----------------------------|---|--|--|---|--|---|
| Beauchamp et al, 2005 [62] | Employed care givers of people with dementia in the United States (299) | WLC Per protocol | None | Centre for Epidemiologic Studies-Depression scale (CES-D) | N/A | Study attrition=6.7% (22/329) |
| Billings et al, 2008 [54] | Employees from US technology company (309) | WLC Per protocol | None | Symptoms of distress scale | Work Limitations Questionnaire (WLQ; output demands) | Intervention=26.6% (41/154) Control=14.8% (23/155) |
| Birney et al, 2016 [43] | Employed adults in the United States (300) | Active control (links to websites on depression) | Mild to moderate depression (score of 10-19 on Patient Health Questionnaire) | PHQ-9 | Workplace outcome suite (WOS; engagement) | Intervention=6.7% (10/150) Control=2.7% (4/150) |

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|-------------------------|--|---|----------------------------------|---|--------------------------------------|---|
| | | ITT | [PHQ-9]) | | | |
| Bolier et al, 2014 [49] | Nurses and allied professionals in a hospital in the Netherlands (366) | WLC ITT | None | Brief symptom inventory (BSI; depression) | Utrecht Work Engagement Scale (UWES) | Intervention=54% (96/178) Control=24.9% (45/188) |
| Cook et al, 2007 [58] | Employees for a US human resource (HR) company (419) | Active control (given print material on same subject) Per protocol | None | Perceived stress (5-item scale) | N/A | Intervention=18.2% (38/209) Control=10.9% (23/210) |
| Ebert et al, 2014 | Teachers in | WLC | Elevated levels | Perceived | Teacher self- | Intervention=14.7% |

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|---------------------------|---------------------------|----------------------------------|---|---|---|---|
| [46] | Germany (150) | ITT | of stress ≥ 16 on CES-D | Stress Questionnaire (PSQ) | efficacy scale | (11/75) Control=8% (6/75) |
| Ebert et al, 2015 [47] | Teachers in Germany (128) | WLC ITT | Insomnia symptoms ≥ 15 on Insomnia Severity Index (ISI) and low levels of psychological detachment from work ≥ 15 on Cognitive Irritation Scale (CIS) subscale of | CES-D | Work related rumination (cognitive irritation subscale of irritation scale) | Intervention=23.4% (15/64) Control=20.3% (13/64) |

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| | | | the IS | | | |
| Ebert et al, 2016 [44] | General working population in Germany recruited via a health insurance company (264) | WLC ITT | Elevated levels of stress ≥ 22 on PSS-10 | PSS-10 | UWES | Intervention=9.8% (13/132) Control=1.5% (2/132) |
| Feicht et al, 2013 [59] | Employees from two departments of a German insurance company (147) | WLC Per protocol | None | Stress Warning Signals Scale (SWS) | N/A | Intervention=15.3% (13/85) Control=8.1% (5/62) |
| Geraedts et al, | Employees from | Care as usual | Elevated levels | CES-D | World Health | Intervention=36.2% |

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|-----------------|---|----------------------------------|--|--|--|--|
| 2014 [60] | six organizations in the Netherlands: 2 banking, 2 research, 1 security, and 1 university (231) | (CAU) ITT | of depressive symptoms ≥ 16 on CES-D | | Organization Health and Work Performance Questionnaire (WHO HPQ-4; 1 item work performance only) | (42/116) Control=16.5% (19/115) |
| Grime 2004 [50] | National Health Service (NHS) and local authority employees recruited through | CAU ITT | 10 or more consecutive days off work for stress, anxiety or depression in last 6 months. ≥ 4 | Hospital Anxiety and Depression Scale (HADS; Depression) | N/A | Intervention=20% (5/24) Control=0% (0/24) |

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|--------------------------|--|--|---|---|--------------------------------------|--|
| | a UK NHS occupational health department (48) | | General Health Questionnaire (GHQ-12) | | | |
| Heber et al, 2016 [45] | General working population in Germany recruited via a health insurance company (264) | WLC ITT | Elevated levels of stress ≥ 22 on PSS-10 | PSS-10 | UWES | Intervention=12.1% (16/132) Control=3.8%(5/132) |
| Imamura et al, 2014 [55] | Employees at two Japanese information technology (IT) companies (762) | Active control (email message once a month with stress | None | Beck depression inventory (BDI) | N/A | Intervention=29.1% (111/381) Control=11.8% (45/381) |

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|---------------------------|---|---------------------------------|----------------------------------|---|---|---|
| | | management info) | | | | |
| | | ITT | | | | |
| Ly et al, 2014 [61] | Middle managers at medium or large employers in Sweden (73) | WLC ITT | None | PSS-14 | Multifactor Leadership Questionnaire (MLQ; transformative leadership subscales, self-report only) | Intervention=8.3% (3/36) Control=(2/37) 5.4% |
| Phillips et al, 2014 [51] | Employees recruited through | Active control (sign posting to | ≥2 on 5 of the 9 items on PHQ-9 | PHQ-9 | N/A | Intervention=46.2% (147/318) |

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| | the occupational health sections of 3 large UK employers: transport, health, and communication (637) | websites with general info about mental health) ITT | and employee identified that at least one item impacted on work or home life. | | | Control=41.1% (131/319) |
| Ruwaard et al, 2007 [41] | General population in the Netherlands ^d (239) | WLC ITT | None | DASS-42 (stress) | N/A | Intervention=15.2% (27/177) Control=1.6% (1/62) |
| Thiart et al, 2015 [48] | Teachers in Germany (128) | WLC | Clinical insomnia (≥15 on the ISI), | Penn State Worry | Work related rumination | Intervention=3.1% (2/64) |

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|---------------------------|---|---------------------------|--|---|--|---|
| | | ITT | experiencing work related rumination (≥15 on the CIS subscale of the irritation scale) | Questionnaire (PSWQ) | (cognitive irritation subscale of irritation scale) | Control=12.5% (8/64) |
| Umanodan et al, 2014 [53] | Employees from a manufacturing company in Japan (263) | WLC ITT | None | Brief Job Stress Questionnaire (BJSQ) | Japanese version of the Utrecht Work Engagement Scale (UWES-J) | Intervention=2.8% (4/142) Control=0.8% (1/121) |

^aSelected outcome used in meta-analysis.

^bN/A: not applicable; not measured in the study.

^cParticipant number includes only the two arms of this four arm trial that have been included in this review.

^dThe study was aimed at people experiencing work related stress. Seven participants were unemployed because of workplace stress, and 10 participants suffered from stress in unpaid jobs.

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