

# Inclusion and beyond

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## Propositions for the dissertation

### Inclusion and beyond

Assessment and monitoring development of the work capacity of people with limited work capacity

Gemma M.C. van Ruitenbeek

1. Limited work capacity is not an individual characteristic, but result from the interaction between the individual and their work context.
2. People with limited work capacity are able to develop their work capacities in a supportive work climate.
3. People with limited work capacity, are able to reflect on their own behaviour and fill in clear and unambiguous questionnaires as accurately as everyone else.
4. People with limited work capacity, capacity overestimate their capabilities just as much as anyone else.
5. Differences in opinion about work capacity is not a problem, actually it is a good starting point for discussion and provides opportunities to learn.
6. Assessment of work capacity is based primarily on biomedical dysfunction rather than on psychosocial functioning and psychological resources in social security settings.
7. During work, people with limited work capacity receive insufficient guidance and support that is aimed at development.
8. Vocational rehabilitation professionals should more fully consider the perspectives and insights of those they serve.
9. Professionals using the Maastricht Work Capacity Monitor (MW©M), are better equipped to provide a methodical and self-directed development process of people with limited work capacity during work.
10. The worst form of inequality is to try to make unequal things equal (Aristoteles, 384 - 322 BC.).

## Stellingen behorende bij het proefschrift

### Inclusion and beyond

Assessment and monitoring development of the work capacity of people with limited work capacity

Gemma M.C. van Ruitenbeek

1. Beperkte werkcapaciteit is geen eigenschap van iemand, maar iets dat ontstaat in de interactie tussen de persoon en diens werkomgeving.
2. Mensen met een beperkte werkcapaciteit kunnen hun werkcapaciteiten ontwikkelen in een stimulerend werkklimaat.
3. Mensen met een beperkte werkcapaciteit zijn evenals ieder ander in staat te reflecteren op hun eigen gedrag en in staat vragenlijsten in te vullen wanneer vragenlijsten helder en eenduidig geformuleerd zijn.
4. Mensen met een beperkte arbeidscapaciteit kunnen hun capaciteiten overschatten, maar dit geldt ook voor andere mensen.
5. Een verschil van mening over de werkcapaciteit is geen probleem, maar juist een goed uitgangspunt voor discussie en daarvan te leren.
6. De beoordeling van de arbeidscapaciteit in de sociale zekerheid richt zich voornamelijk op biomedisch disfunctioneren in plaats van op psychosociaal functioneren en psychologische hulpbronnen.
7. Mensen met een beperkte arbeidscapaciteit krijgen tijdens het werk onvoldoende begeleiding en ondersteuning die gericht is op ontwikkeling.
8. Professionals op het gebied van arbeidsrehabilitatie zouden de perspectieven en inzichten van mensen die zij begeleiden nadrukkelijker in acht moeten nemen.
9. Professionals die gebruik maken van Maastrichtse Werkcapaciteit Monitor (MW©M), zijn beter toegerust om een methodisch en zelfgestuurd ontwikkelingsproces van mensen met beperkte werkcapaciteit te ondersteunen.
10. De ergste vorm van ongelijkheid is ongelijke dingen gelijk proberen te maken (Aristoteles, 384-322 v Chr.).