

## Appendix A. List of questions of each flag sign category

### Yellow Flags (Personal Psychosocial Barriers):

1. None present
2. Believes hurt equals harm
3. Limited participation in daily activities due to pain
4. Potential substance abuse management issues
5. Beliefs or coping strategies are influencing recovery
6. Prefers passive treatment
7. Fears/avoids activity
8. Family/marital stress
9. Low mood/social withdrawal/depressed
10. Other

### Black Flags (Workplace Organization and Environment Barriers):

1. None identified
2. No modified duties offered/available
3. Ergonomic issues
4. Lack of assistance
5. Financial strain
6. Difficulties commuting to work
7. Symptoms worsened with duties
8. Company lay-off/termination
9. Compensation issues
10. Other

### Blue Flags (Workplace Psychosocial Barriers):

1. None identified
2. Strained relationship with employer/co-workers
3. Workplace dissatisfaction
4. Other