Introduction
Dutch health care workers experience high demands at work. It is important to offer employees enough job resources and opportunities to recover from work, so they can perform on a high level and feel motivated while doing so. However, it is still unclear how job resources and recovery opportunities can be translated into effective workplace interventions. Because a systematic and theory-driven analysis of work-related risk factors is often lacking in stress intervention research, we have developed the so-called DISCcovery method.

Aim of the DISCcovery method
The aim of the DISCcovery method is:
1. To get insight into employee health, well-being, and performance;
2. To investigate hindering and stimulating (work/person) factors which are associated with these outcomes;
3. To implement workplace interventions to increase these outcomes.

The DISCcovery method is currently being tested in the health care sector, but can also be applied in other organisations.

Elements of the DISCcovery method
The DISCcovery method consists of three steps:
1. Psychosocial risk diagnosis, based on a (digital) survey and/or (digital) daily surveys using the DISC Model as a theoretical framework (see below);
2. Participatory Action Research (PAR) approach;
3. An intervention program.

The DISC Model
The Demand-Induced Strain Compensation (DISC) Model is the theoretical framework of the DISCcovery method (see Fig.1).

Participatory Action Research (PAR)
The PAR approach consists of the following steps:
1. Feedback meeting about the results of the diagnosis with a steering group and a project group;
2. Feedback meeting for each unit about the results, presented in a DISC risk profile (See Fig.2);
3. Brainstorm session for each unit about possible interventions. Final outcome is a Top-3 intervention list by voting;
4. Consultation with the steering and project group about the several Top-3 intervention lists, and actions to be taken to implement the interventions;
5. Report to the units and ask for their commitment;
6. Higher management decides in consultation with employees, lower management and researchers which interventions will be implemented on each unit.

The DISC risk profile
Based on the results of the baseline survey a DISC risk profile will be developed (see Fig.2). This profile will be the starting-point to generate ideas for workplace interventions. The red dotted line in Figure 2 represents an optimal balance. The grey areas mark a risk area due to a lack of balance.