


Implementation of FIT

ACE CONFERENCE MAY 2018
THOMAS BJØRN HANSEN – MANAGER POPPELGÅRDEN FAMILIECENTER

THOMAS BJØRN HANSEN - TB2@HVIDVRE.DK - 41738455

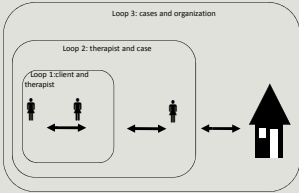


Management motivation

- Increase of treatment effects
- Documentation of effects (for maintaining status quo)
- Monitoring of staff
- Political legitimacy (evidens based practice)


THOMAS BJØRN HANSEN - TB2@HVIDVRE.DK - 41738455

3 loops of implementation



T.B. Hansen (2017): Feedback Informed Treatment – beretninger fra praksis. I: S. Bargmann (red.): Feedback Informed Treatment – en grundbog. Akademisk forlag.

THOMAS BJØRN HANSEN - TB2@HVIDVRE.DK - 41738455



What motivates staff?


- Focus on professional/therapeutic reasons
- Better treatment effects
- Decrease in drop out
- Empowerment of clients
- Reduce risk of professional stress and burn out

What's not to like?

T.B. Hansen (2017): Feedback Informed Treatment – beretninger fra praksis. I: S. Bargmann (red.): Feedback Informed Treatment – en grundbog. Akademisk forlag.
S. Bargmann (2017): FIT-implemteringer i teori og praksis. I: S. Bargmann (red.): Feedback Informed Treatment – en grundbog. Akademisk forlag.

THOMAS BJØRN HANSEN - TB2@HVIDVRE.DK - 41738455

Staff quotes



"Poppelgarden used to be like this beautiful apple. But now there's a worm in the apple"

"you kind of feel, that the sessions are shortened in the beginning and the end by using the scales. So time for actual treatment is less"

"many felt it was a bit weird. Someone sits there crying. And then you say – fill out this scale"

"I was kind of waiting for FIT to pass. But then you get the feeling its here to stay. And then you get on with it"

"It was important to me, to get the sense, that FIT wasn't just evaluation and documentation. That it was also a therapeutic tool of value to the families. That was engaging"


THOMAS BJØRN HANSEN - TB2@HVIDVRE.DK - 41738455

Typical staff reasons for not liking FIT

The private practitioner *"I do not want to be monitored/controlled", "what is management going to do with my data?"*


The method ideologist *"FIT interrupts my METHOD (which works well)"*

The problemless therapist *"I already monitor outcome and ask for feedback"*



THOMAS BJØRN HANSEN - TB2@HVIDVRE.DK - 41738455




Management leads by example 

"I was important that you (manager) knew a lot about FIT. Otherwise it would have been just another shitty management tool. And if my manager doesn't care, why should I care?"

Language of value
"FIT takes up too much time and disrupts the alliance"

Language of specific skills
"OK lets look at how you administer the scales – and see if theres anything you might do differently, so it doesn't take so much time and so that it might boost the alliance".

THOMAS BJØRN HANSEN - TB2@MIDDVRE.DK - 4173845

Management leads by example 

- Allocation of time and money
- Teaching
- Training
- Monitoration of actual use of scales


THOMAS BJØRN HANSEN - TB2@MIDDVRE.DK - 4173845

Practice makes perfect



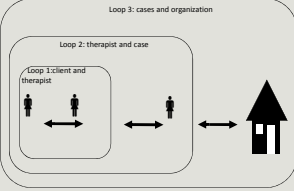
THOMAS BJØRN HANSEN - TBJ@PHOVIVE.DK - 4173845

The scales - the tip of the iceberg?



THOMAS BJØRN HANSEN - TBJ@PHOVIVE.DK - 4173845

3 loops of implementation



T.B. Hansen (2017): *Feedback Informed Treatment – beretninger fra praksis*. I: S. Bargmann (red.): *Feedback Informed Treatment – en grundbog*. Akademisk forlag.

THOMAS BJØRN HANSEN - TBJ@PHOVIVE.DK - 4173845

Staff quotes on FIT supervision


"most of all I really appreciate, that at Poppelgarden we can focus on the cases that are not progressing. That its OK to talk about"

"its been really helpfull to unfold the voices of the family – and their preferences and goals"

"its a good way to find out which cases to focus more time and energi on. Some cases seem to solve themselves – but some dont"

"I have become more interested in the family network to try and validate the scores. So when the parents say things are going well – hey lets try and ask someone else also"

"in FIT supervision its a mix of equal refleksjon and something more expert like. Where the supervisor points the direction"



THOMAS BJØRN HANSEN - TBJ@PHOVIVE.DK - 4173845


Our history of FIT supervision

FIT supervision as supplement to ordinary supervision

- Once a week in teams
- FIT supervisors are colleagues or manager

Early FIT supervision

- Graph reading and understanding
- Focus on progression
- Focus on client preferences
- Collateral rating




THOMAS BJØRN HANSEN - TBJ@PHOVIVE.DK - 4173845

Our history of FIT supervision

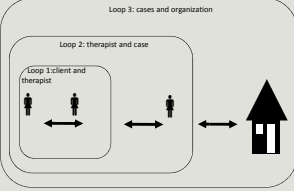
Later supervision

- The relationship to the referring professionals – FIT data in written reports
- Change of therapist in non progressing cases
- Additional case screening
- More flexible supervision formats
- More pragmatic attitude towards specific tratment methods
- More focus on skills i relation to nonspecific factors



THOMAS BJØRN HANSEN - TBJ@PHOVIVE.DK - 4173845

3 loops of implementation



T.B. Hansen (2017): *Feedback Informed Treatment – beretninger fra praksis*. I: S. Bargmann (red.): *Feedback Informed Treatment – en grundbog*. Akademisk forlag.

THOMAS BJØRN HANSEN, TBJ@HVIDVRE.DK - 41738453

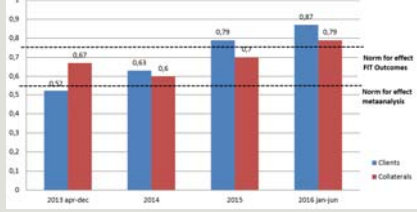
Using aggregated data

"I'm going to be compared to my colleagues, and how will I be viewed?"
"are we going to be competing, and what will be the consequences?"

Outcome	Client	Collateral
Overall Effect Size	0.53	0.67
Specific Effect	0.63	0.6
Norm for effect FIT Outcomes	0.79	0.79
Norm for effect metaanalysis	0.87	0.87
2013 apr-dec	0.53	0.67
2014	0.63	0.6
2015	0.79	0.79
2016 jan-jun	0.87	0.79
2017	0.79	0.79

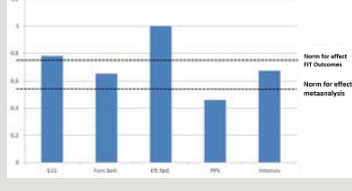
THOMAS BJØRN HANSEN, TBJ@HVIDVRE.DK - 41738453

Overall Effect Size



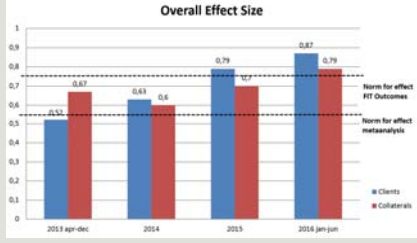
THOMAS BJØRN HANSEN, TBJ@HVIDVRE.DK - 41738453

Specific Effect



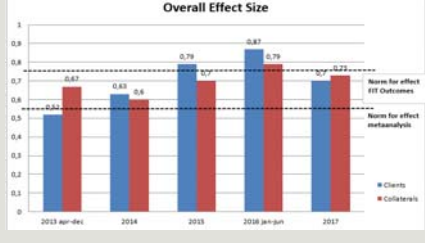
THOMAS BJØRN HANSEN, TBJ@HVIDVRE.DK - 41738453

Is FIT worth it?



THOMAS BJØRN HANSEN, TBJ@HVIDVRE.DK - 41738453

Is it still worth it?



THOMAS BJØRN HANSEN, TBJ@HVIDVRE.DK - 41738453

Thank you for listening



THOMAS BJØRN HANSEN - TBJ@MIDVIND.DK - 4173865