Implementation of FIT

ACE CONFERENCE MAY 2018
THOMAS BJØRN HANSEN – MANAGER POPPELGÅRDEN FAMILIECENTER

Management motivation

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

3 loops of implementation

Loop 1: client and therapist
Loop 2: therapist and case
Loop 3: cases and organization

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?

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"
"Money 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"

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"
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 there’s anything you might do differently, so it doesn’t take so much time and so that it might boost the alliance”.

Management leads by example

Allocation of time and money

Teaching

Training

Monitoration of actual use of scales
Implementation of FIT

Practice makes perfect

The scales - the tip of the iceberg?

3 loops of implementation

Staff quotes on FIT supervision

Our history of FIT supervision

Our history of FIT supervision

---

Practice makes perfect

THOMAS BJØRN HANSEN – TBZ@HVIDOVRE.DK – 41738455

The scales - the tip of the iceberg?

THOMAS BJØRN HANSEN – TBZ@HVIDOVRE.DK – 41738455

3 loops of implementation

THOMAS BJØRN HANSEN – TBZ@HVIDOVRE.DK – 41738455

Staff quotes on FIT supervision

THOMAS BJØRN HANSEN – TBZ@HVIDOVRE.DK – 41738455

Our history of FIT supervision

THOMAS BJØRN HANSEN – TBZ@HVIDOVRE.DK – 41738455

---

Implementation of FIT

Thomas Bjørn Hansen
3 loops of implementation

Loop 1: Client and therapist

Loop 2: Therapist and case

Loop 3: Cases and organization

Using aggregated data

"I'm going to be compared to my colleague, and how will I be viewed?

"Are we going to be competing, and what will be the consequences?"

Specific Effect

Is FIT worth it?

Is it still worth it?
Thank you for listening