The Unexpected Benefit of a Research Survey Team: Factors Related to Motivation for Employment

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Introduction/Background

The MHCD Research Survey Team (RST) consisted of 9 participants (8 RST members and a supervisor) that met weekly to conduct an annual data collection of how MHCD environment promotes recovery

• 2006: RST (Boulder, 2006)
• 2008: PHQ survey (MHCD, 2008)

RST members were taught research methods and data collection.

• The RST team was provided extensive training and team building skills prior to and during data collection.

In addition, the Evaluation and Research department at MHCD learned from RST about barriers and change in data collection and survey design.

Mental Health Recovery

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Methodology

Mixed Methods- combining both qualitative and quantitative techniques to increase the validity of the findings

Data Collection and Analysis

• Qualitative interviews with 8 members and the RST manager

• Semi-structured interviews

• Interviews were on average 1 hour in length and transcribed verbatim

• Coding (11 items, 2 categorical and 11 dimensional level codes (Charmaz, 2006)

• Data analysis was conducted using Nvivo (V11) to analyze in recovery and support, specifically employment, through matching procedures and test queries.

• Quantitative recovery supports survey (measure provided with MHCD services)

• Rasch Model (Mental Health Center of Denver (MHCD) - survey supports every 2 months employment, education, symptom management, inter-face, active growth, participation, and substance use.

• RMH-kush validity: person = 0.85, item = 1.00

• Data analysis was conducted using descriptive statistics, comparing employment status prior to RST involvement and after RST involvement, in SPSS (V14)

Participants

• 8 RST members, who were also currently receiving MHCD services, and 1 RST facilitator

• 5 female and 4 males (1 male was the RST manager)

• Team Members varied in age, educational experience, diagnosis (primarily depression and schizophrenia), and work experience.

• RST members report the following general barriers to employment including: being rejected, symptom management, hospitalization, and work, and explaining mental health.

• Procedures to Increase Validity/Trustworthiness of the findings (Eidelson & Newman, 2008)

• Interviews conducted by a non-MHCD employee

• Member check- a member of the RST evaluated the interviews

• Expert check- the Recovery Committee

• Negatives item analysis

• Audit trail

• Using reliable instruments

Findings

RST Involvement Relationships

• The majority of participants discussed positive outcomes related to RST involvement, as displayed by the blue circles in the diagram, with the most frequently referenced themes related to RST involvement as:

  - Increased confidence
  - Increased in hopes
  - Increased in social support (within and outside the RST)

  - Change in perspective from a consumer to a member of the RST

  - A change in identity from consumer to RST member was shown in multiple constructs, including: change in perspective, between RST and other consumers (outside of MHCD), and comparing to other.

  - A connection to the community was also related to increased in recovery work theory where community connection and a change in identity are construct of recovery (Olson, Craig, Ridgely, Ralph, & Cook, 2007).

  - Separation between RST and other consumers was noted as neutral because it was not seen as positive by many participants as described in this quote: "I was just too busy living and also I was also trying to learn from him (53)."

  - Interestingly, initial hesitation was related to team cohesiveness, with this hesitation being reduced through team building and finding support in the RST team.

  - Similarly, challenges with RST involvement was related to a decrease in barriers toward employment.

  - A few participants shown overall negative outcomes, including lower recovery (related to an increase in symptoms and struggles with RST involvement), challenges with RST involvement (related reducing barriers with employment and no change in employment (many participants related RST involvement to positive outcomes related to employment, with very few participants reporting a change in employment status).

Employment Relationships

• Increased motivation for employment was discussed by 5 participants on 11 occasions, which is more than twice as many participants compared to no change and decreased motivation for employment (2 participants).

  - "Because everyday we’ve set up together and work together and I think it’s really good especially. They’re going to another job that they want to be someone there. I think it’s helped me greatly.”

  - "I would say, this is an opportunity for you to jump start yourself. This is an opportunity for you to jump start into something that you want to do, something you want move. If you’re having problem feeling a job, if you’re having problem feel low self-esteem, this will help you help yourself.”

• RST involvement was related to an increase in employment motivation and no change in motivation, but not directly related to a reduction in motivation.

• Supportive factors of employment were more frequently discussed in the interviews, than motivation for employment.

• Financial income and an increase in confidence were found to be the closest link between (1) obtaining employment, (2) supportive factor of employment and (3) motivation toward employment, along with (4) RST involvement as previously discussed.

Quantitative analysis of RMI (N=7):

- Participants shared an average increase in their market for employment:
- Competitive Market (N=7) = 8.3, above 6.5
- Start Market (N=7) = 8.5, above 6.5

- RMI Rasch reliability: person = 0.83, item = 1.00

- Data analysis was conducted using descriptive statistics, comparing employment statuses prior to RST involvement and after RST involvement, in SPSS (V14)

Recovery Relationship

- Increased recovery and hope were the most commonly discussed constructs (6 participants), compared to no change and slowing the recovery process (2 participants).

  - "It was something that he did that made me see a completely different.”

  - "Notice that MHCD employees are related to both an increase in hope an increase in recovery.

  - "Working with Todd was like the light, I could see the light, and with that, he was like, and not only that, he was like, and still is a mentor. One of the most, he is the most special, beyond special of just one of the most special people that I have ever met.”

  - "One of the things that Todd told me that has made a lot of sense is about balance about trying to learn that balance between listening and knowing when you feel like, okay, I’m feeling something that’s uncomfortable. Okay, what is that all about? And I need to get in tune with this.”

  - Slower recovery process was directly related to the bureaucracy of MHCD

Conclusions/Future Directions

• RST involvement was associated with an increase in recovery, motivation for recovery, and supportive factors of employment for the majority of participants

• Overall, the RST can be considered a recovery oriented program that is targeted at increased employment motivation, however, findings also displayed increases in other characteristics of recovery such as hope, self-confidence, communication, etc.

  - Future evaluations may consider

  1.) Use a longitudinal study to interview participants individually to learn how and why positive and negative experience are related to employment

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  3.) Conduct the analysis with full integration of mixed methods.

Create a manual (by RST members) and corresponding material (by MHCD staff) for other mental health centers due to the multiple benefits of the program:

  1.) Increase the support from sites to conduct the survey and respect members.

  2.) Identify the lack of support relation to bureaucratic issues of MHCD and to the lack of productivity in the survey.

  3.) Increase the organization of the process

  Notice that a lack of organization and delayed start were related to drop out and general options about employment

  4.) Develop a manual and time line for the organization and RST involvement.

  5.) Increase in supportive factors of employment and motivation toward employment

  6.) Conduct the analysis with full integration of mixed methods.

Frustration with RST and Areas of Improvement

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