

## LINKING SYSTEMIC PRACTICE AND SYSTEMIC RESEARCH

1st European Conference on Systemic Research in Therapy, Education  
and Organizational Development

# Positive effects of a systemic training in adolescent psychiatry staff

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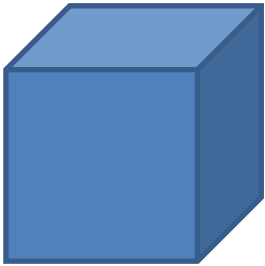
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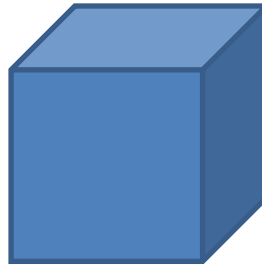
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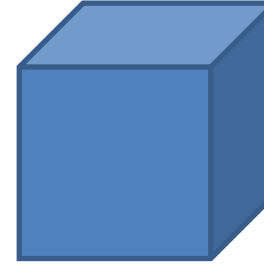
# Initial situation



Closed ward  
14-18 y.  
11 beds  
Mostly against one's will



Open ward  
14-18 y.  
14 beds  
«Mixed»



Open ward  
14-18 y.  
14 beds  
Psychotherapy, high motivation



Problems...

# Initial situation

Tensions

Increased rates of absence due to illness

Cooperation ↓

Early termination of treatment

Medication ↑

Violence

Conflicting requests, e.g. help versus control

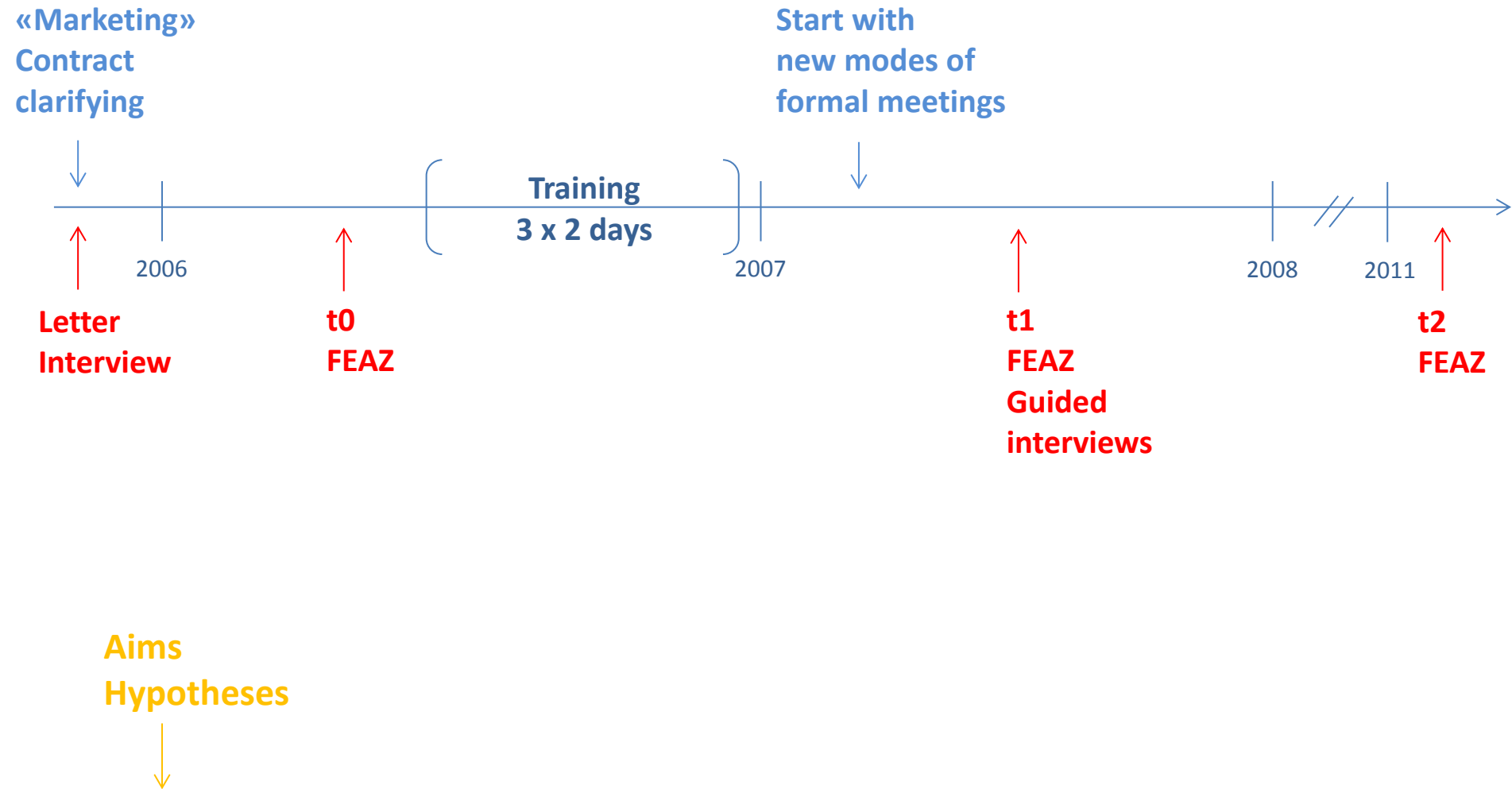
Self-efficacy ↓

Dysfunctional communication

Focusing on problems and deficits

Inefficient learning from mistakes

# Study design



# Hypotheses

Team members talk more with adolescents and parents

Adolescents run away less often

Fewer compulsive measures

Reduced use of need based medication

Adolescents, families, officials, referrers less dissatisfied

Increased job satisfaction

Better team atmosphere

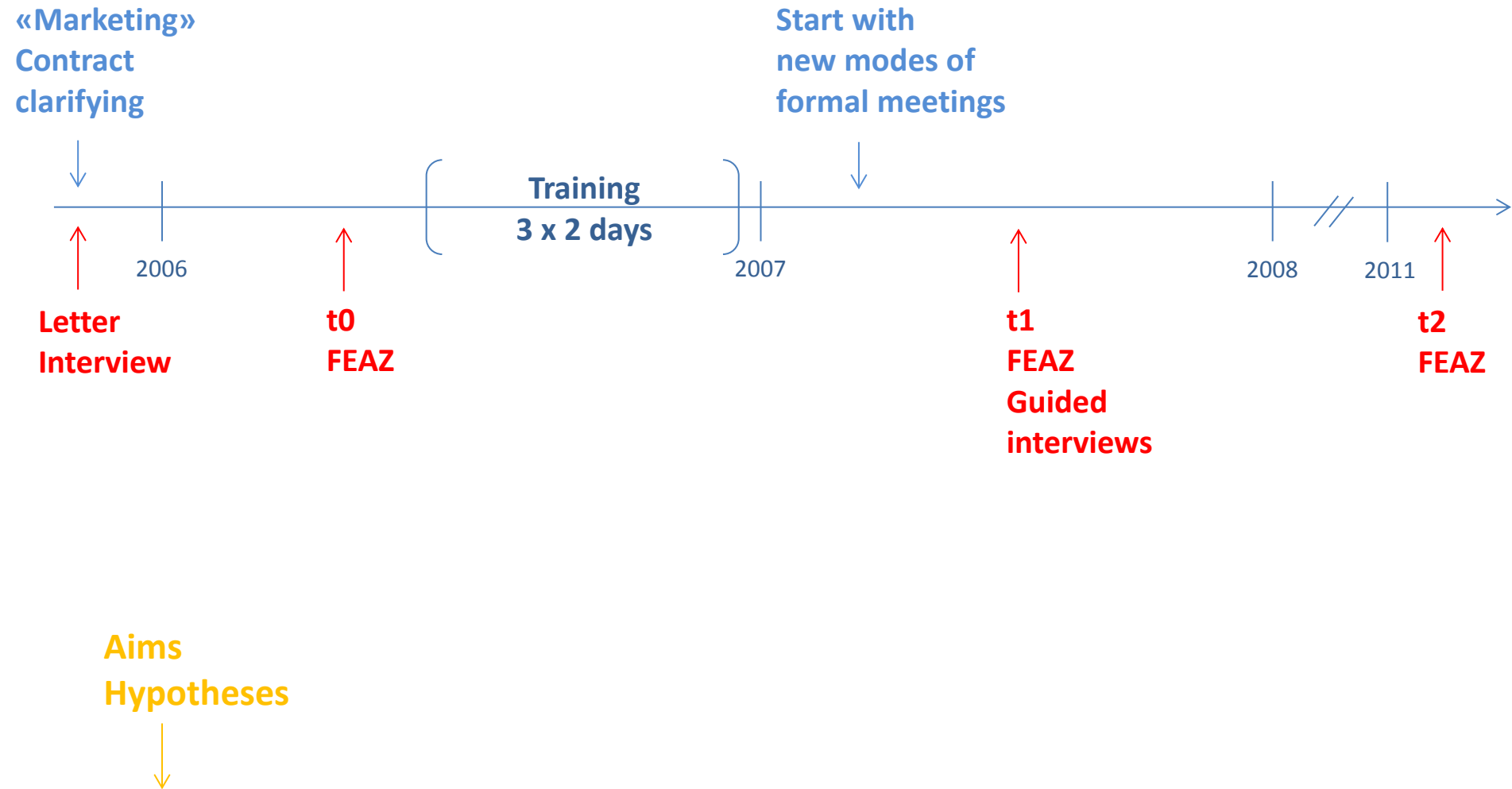
Fewer sick-leaves

Better flow of communication

Greater experience of self-efficacy

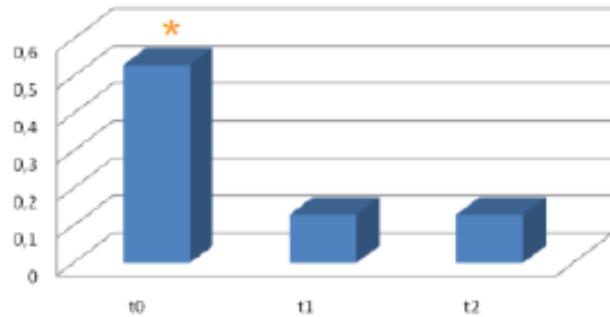
More intervision

# Study design

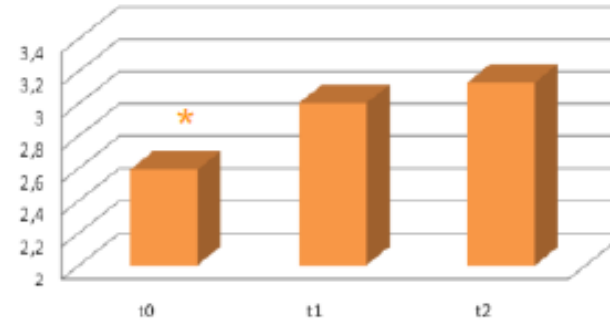


# Results

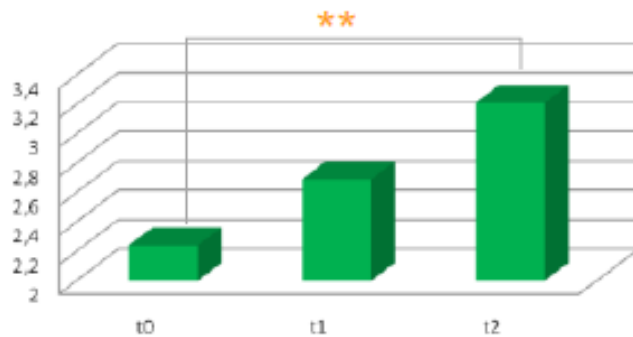
Conflict with co-worker



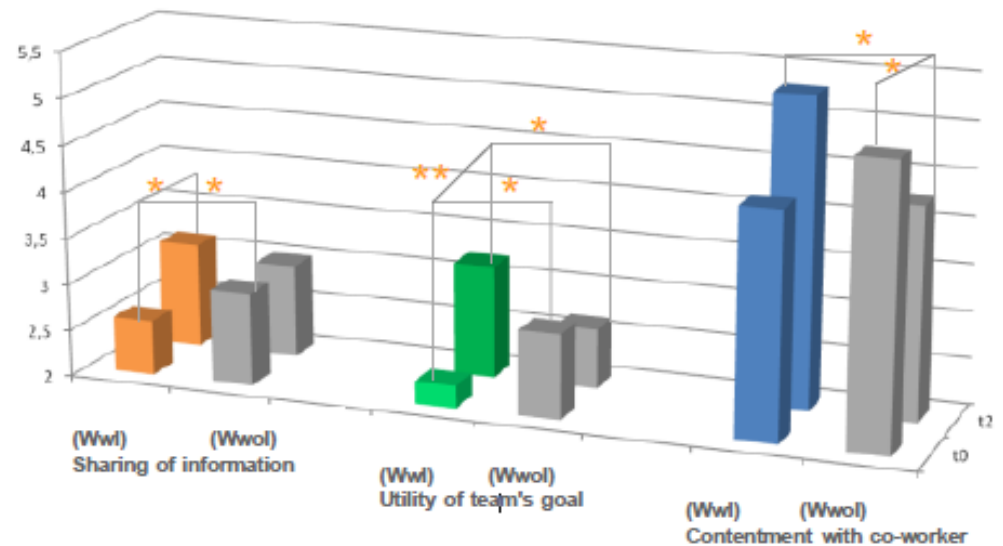
Sharing of information



Utility and appropriateness of team's goal



Cross-comparison with and without intervention



# Results

> 90% of clients agreed to participate in their case review, very positive response, catalyst for motivation and cooperation

For employees more time for contact with adolescents, closer to adolescents and family

New individual employee identity: “people listen to you”

Mutual appreciation, stop to destructive “mental hygiene”

Streamlining and qualifying of reporting system

Minimizing dangerous situations and early treatment terminations



# Conclusions

Systemic training is essential for the results achieved

It can be instituted with a little extra effort

6 days as training units are enough

Higher motivation of staff members and patients and families reduce follow up costs

Increased chances for continuing psychotherapy after the inpatient stay

It's just fun!



Kinder- und Jugendpsychiatrie Graubünden  
Psichiatria d'uffants e juvenils en il Grischun  
Psichiatria infantile e giovanile dei Grigioni

**Thank you  
for your  
attention!**

