

Clinician/Employment Specialist Guide

What is the aim of this tool?

The aim of this tool is to:

- assess patient's /client's motivation and confidence for returning to and retaining employment
- identify what barriers need to be overcome to increase motivation and self-confidence
- encourage and support the client to take a solution focussed approach to overcoming barriers
- demonstrate the progress the client makes with their employment specialist

What is the tool?

This tool consists of two questionnaires and two progress charts:

- The "How do you feel about work" questionnaire and "Pre-employment Progress Chart" are for use with a client who is not yet in employment.
- The "How do you feel about your job" and "In-employment Progress Chart" is for use with a client who is in being supported whilst in employment.

Clinician

The "How do you feel about work" questionnaire should first be used by you before referring your patient to the IPS service.

If your patient's motivation is low (between 0-3) it is important that the reasons for low motivation are investigated and overcome prior to referral to the IPS service.

Employment specialist

Use the appropriate questionnaire each time you meet your client to identify and investigate fluctuations in clients' motivation and confidence. Your objective is to help your client overcome their barriers and increase work related motivation and confidence during the course of the time you work with your client.

Use the questionnaires in conjunction with the Pre-employment and In-employment Progress Charts. Map your client's scores each time they/you do the questionnaire onto their Progress Chart.

Do not worry about dips in motivation and confidence on the charts; this is normal. Identify what caused the dips and work with your client to overcome them.

Use the Progress Charts to demonstrate to:

- your client - how far they have progressed.
- your line manager - the impact you have made on your client's belief that employment is a feasible option.

Service Lead/Team Leader

Monitor your employment specialist's client's progress charts during supervision. Use them to:

- identify clients that appear to be stuck; support your employment specialist on identifying solutions
- praise employment specialists progress with clients
- demonstrate the impact of your team's work to clinicians and commissioners

Client guide

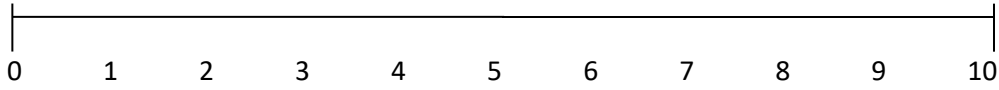
These questions are to make sure that I/we help you to tackle the issues that are important to you and to help you feel more motivated and more confident about work.

Please be honest when answering the questions; there is no wrong or right. It is ok to feel less confident and less motivated than you might have been previously.

Help me to understand why fluctuations happen and what we can do to increase both your motivation and your confidence.

_____, How do you feel about work?

How motivated are you to find a job?



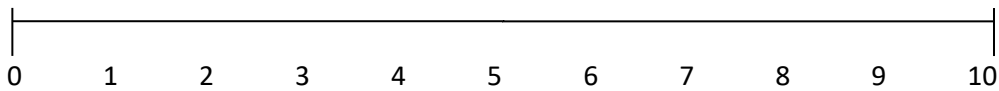
Not motivated at all

Extremely motivated

Why have you marked yourself at that point? (Why has it moved up/down or stayed the same since last time?)

What would have to happen to increase your motivation to the next number on the scale?

How confident are you that you can get a job?



I don't believe I can get a job

I know I can get a job

Why have you marked yourself at that point? (Why has it moved up/down or stayed the same since last time?)

What would have to happen to increase your confidence to the next number on the scale?

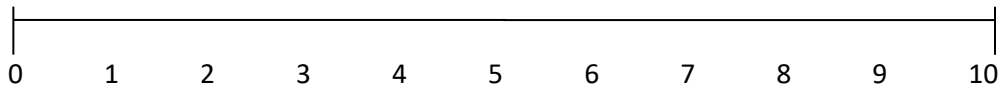
Client Signature _____

Employment Specialist Signature _____

Date _____

_____, How do you feel about your job?

How motivated are you to keep your job?



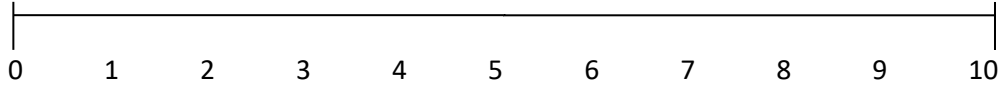
Not motivated at all

Extremely motivated

Why have you marked yourself at that point? (Why has it moved up/down or stayed the same since last time?)

What would have to happen to increase your motivation to the next number on the scale?

How confident are you that you can keep your job?



I don't believe I can keep this job

I know I can keep this job

Why have you marked yourself at that point? (Why has it moved up/down or stayed the same since last time?)

What would have to happen to increase your confidence to the next number on the scale?

Client Signature _____

Employment Specialist Signature _____

Date _____