Using INSPIRE to assess staff support for recovery

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Refocus on Recovery

Aims of presentation

- Why develop a new measure?
- How INSPIRE was developed
- Implications

Why measure staff support?

- Policy - services to support recovery
- Does staff support increase recovery?
- Which aspects of this support help?

Quality improvement

- Healthcare quality ‘Personal, effective, safe’ (Darzi 2008)
- Staff support for recovery – process
- Recovery – outcome
- Assumption that effective processes leads to good outcomes
- Effective support for recovery = increased recovery

Systematic review of measures of the recovery orientation of services

- Identified 7 measures
- None assessed only aspects of staff support
- All had different conceptualisations of recovery
- None defined ‘service’
- Little psychometric evaluation

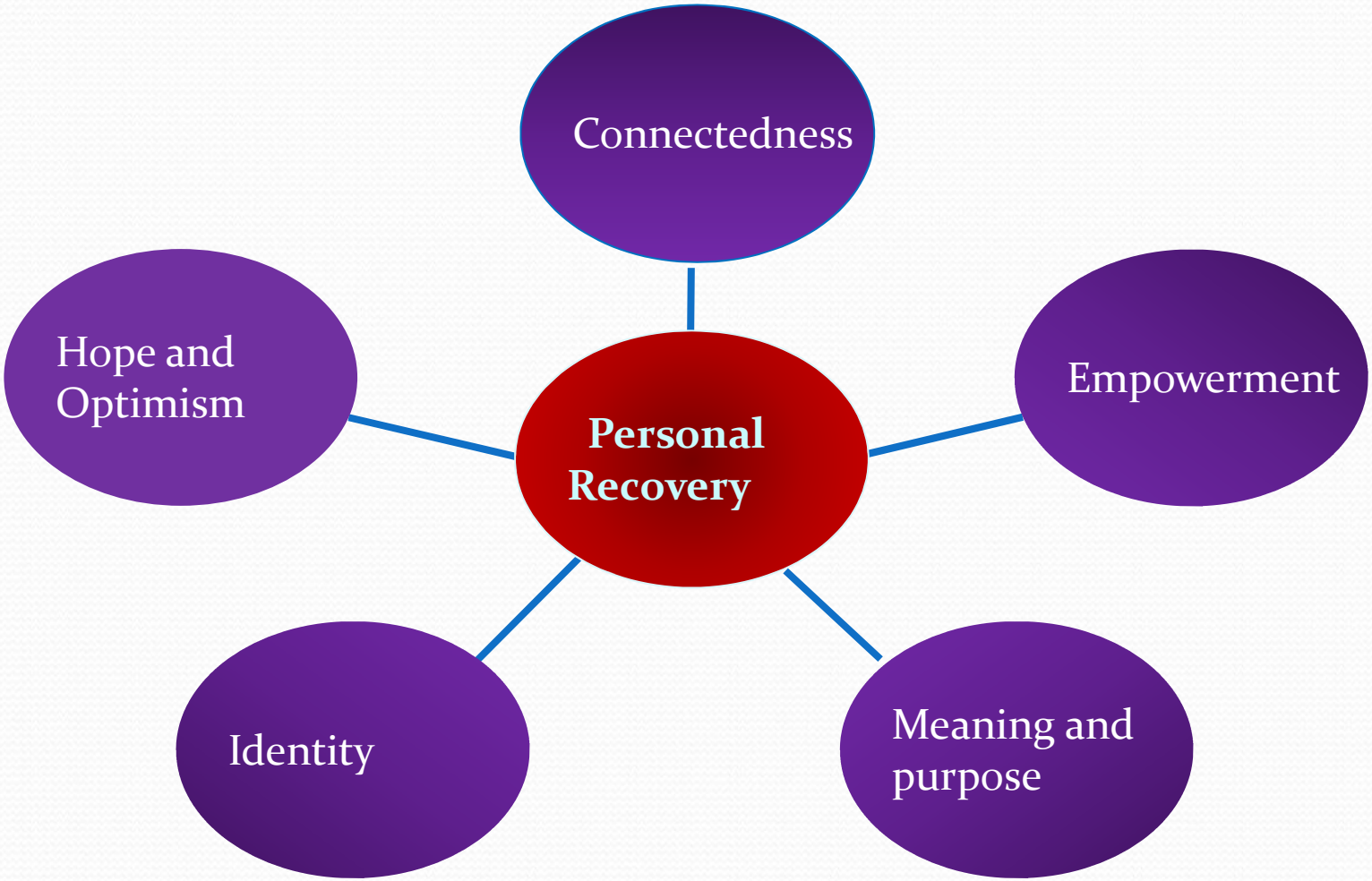
Key decisions in development of INSPIRE

- Clear conceptual underpinning
- Measure two aspects of staff support
- Allow individualisation
- Self-rated by service users
- Minimal assumptions about service configuration – which level to measure?
- Feasible
- Rigourous psychometric evaluation

Development process

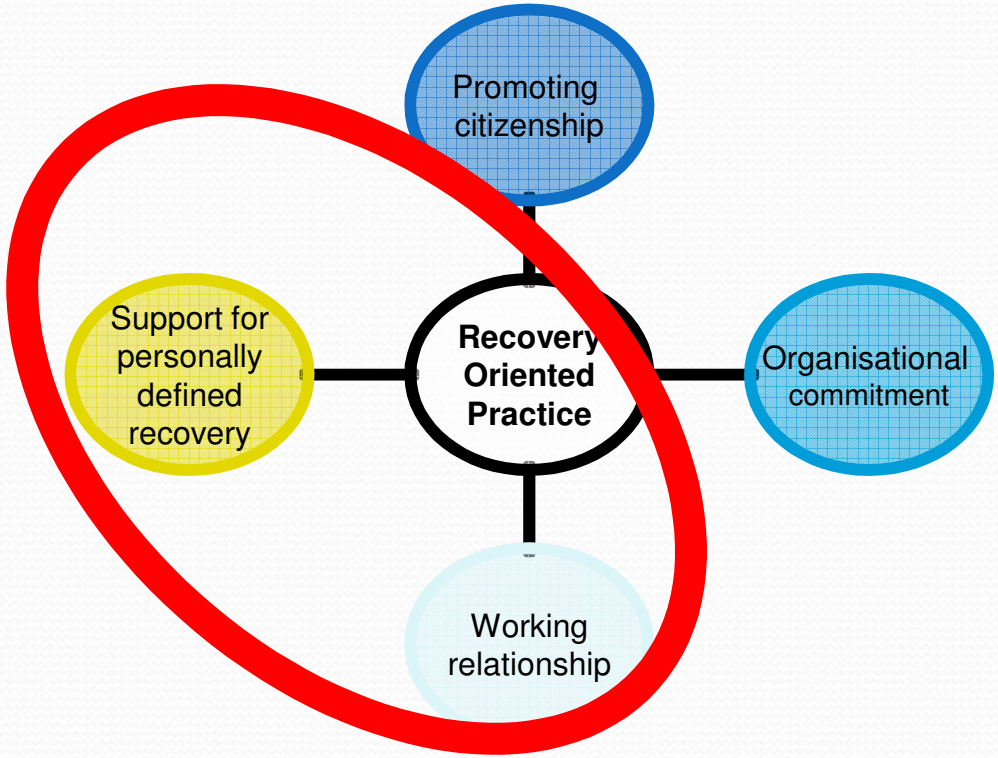
- Stage 1: Initial decisions - conceptual underpinning, what measuring
- Stage 2: develop initial list of items
- Stage 3: Consultation – 3 consultations
- Stage 4: Pilot with 20 service users
- Stage 5: Psychometric evaluation with 92 service users

Conceptual underpinning (1)



Leamy M, Bird V, Le Boutillier C, Williams J, Slade M. (2011) *A conceptual framework for personal recovery in mental health: systematic review and narrative synthesis.* British Journal of Psychiatry.199, 445-452.

Conceptual underpinning (2)



Le Boutillier C, Leamy M, Bird V, Davidson L, Williams J, Slade M (2011) *What does recovery mean in practice? A qualitative analysis of international recovery-oriented practice guidance.* Psychiatric Services, **62**, 1470-1476.

Two aspects of staff support

Support subscale – allows individualisation

Support section

Please read each question and decide whether it is important to you or not. If you circle No then go to the next question.
If your answer is Yes, then circle the grey box to rate how much support you get from your worker.

An important part of my recovery is...			I feel supported by my worker with this...				
S1 Feeling supported by other people	No	Yes:	Not at all	Not much	Somewhat	Quite a lot	Very much
S2 Having positive relationships with other people	No	Yes:	Not at all	Not much	Somewhat	Quite a lot	Very much
S3 Having support from other people who use services	No	Yes:	Not at all	Not much	Somewhat	Quite a lot	Very much

Two aspects of staff support

- Relationship subscale

Relationship section

Circle the option that best matches your relationship with your worker

R1	I feel listened to by my worker	Stongly disagree	Disagree	Neutral	Agree	Strongly agree
R2	I feel supported by my worker	Stongly disagree	Disagree	Neutral	Agree	Strongly agree
R3	I feel that my worker takes my hopes and dreams seriously	Stongly disagree	Disagree	Neutral	Agree	Strongly agree

Minimal assumptions

Decision to assess one member of staff rather than team

Participants had different experiences of different staff members

Participants answered about one member of staff even when answering about the team

Participants got support from staff from different teams

Feasibility

- From pilot – all participants understood questions and instructions

- Psychometric evaluation

Completion time -7 minutes

79% completed in 10 minutes or less

86% thought length about right

Psychometric Evaluation

Participants

- N=92
- 71% Male
- 46% Black, 43% White
- 49% diagnosis of schizophrenia

Results

Property	Support subscale	Relationship subscale
Mean	71.6	78.0
Internal consistency	0.82-0.95	0.89
Convergent validity	0.47	0.69
Test-retest reliability	80% no change	0.75
Sensitivity to change	59% consistency	62% consistency

Changes from evaluation

Deleted 2 items

INSPIRE final version:

- Support Subscale 20 items,
- Relationship Subscale 7 items
- Brief INSPIRE – 5 items

Brief INSPIRE

Circle the response that best fits how you feel your worker supports your recovery

1	My worker helps me to feel supported by other people	Not at all	Not much	Somewhat	Quite a lot	Very much
2	My worker helps me to have hopes and dreams for the future	Not at all	Not much	Somewhat	Quite a lot	Very much
3	My worker helps me to feel good about myself	Not at all	Not much	Somewhat	Quite a lot	Very much
4	My worker helps me to do things that mean something to me	Not at all	Not much	Somewhat	Quite a lot	Very much
5	My worker helps me to feel in control of my life	Not at all	Not much	Somewhat		

REFOCUS RCT

- Outcome measures with service users and staff at baseline and follow-up
- 15 service users per team chosen randomly
- Wide range of measures – Personal Recovery, Hope, Empowerment, Quality of Life, Symptoms, Needs, Satisfaction with services
- N = 403 (follow up N = 297)

Hypotheses of staff support increasing recovery

- Hypothesis 1 (Support): participants who experience greater support for their recovery will experience significantly increased personal recovery

- Hypothesis 2 (Relationship): participants who experience a better relationship with staff for their recovery will experience significantly increased personal recovery

Results

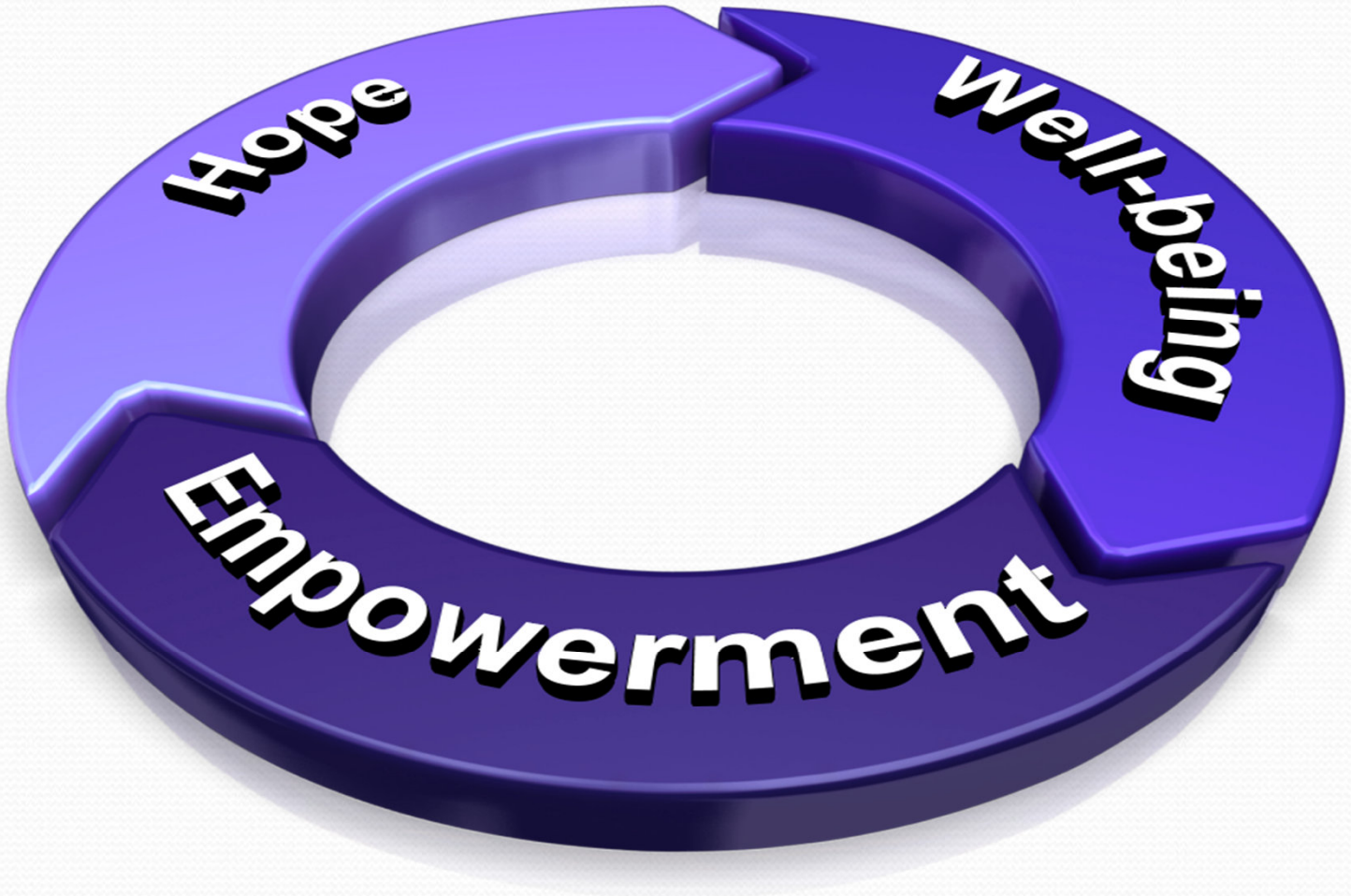
- Hypothesis 1 - Support subscale

Change in INSPIRE Support predicted 7% of the change in Total QPR

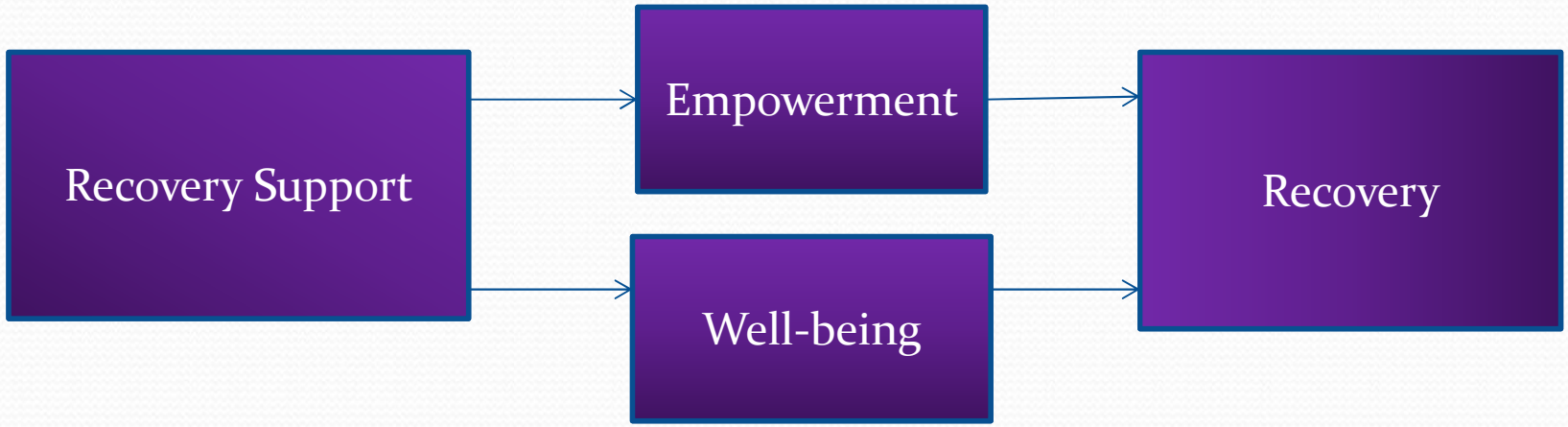
- Hypothesis 2 - Relationship subscale

No statistically significant association found

Confounders



Mediators



What do we know about the relationship between recovery support and recovery?

- Cross-sectional study found association between recovery orientation of services (RSA) and recovery (QPR) (Leamy et al 2015)
- Therapeutic alliance found to act as a mediator of the relationship between provider recovery strategies and recovery (Moran et al 2014)
- No association between relationship with staff and recovery (Wilrycx 2015)
- How much influence should we expect staff support to have? (Rinaldi 2014)

Implications

- How does the relationship between service users and staff members impact on recovery?
- What support do people want for their recovery?
- Are there different models of support that can be developed? (peer support, use of technology, personal budgets)
- Should services be working to strength ‘natural’ supports?

Papers using INSPIRE

- ‘Development and evaluation of the INSPIRE measure of staff support for personal recovery’ SPPE. November 2014
- In England – co-production pilot evaluation of services with 58 participants (Newman Taylor 2014)
- In Sweden – psychometric evaluation. 85 participants. INSPIRE ‘relevant and feasible’ for use in Sweden (Schon et al 2014)
- In Ireland – investigation of what recovery means for 10 service users (Fannon et al 2015)

Implications for using INSPIRE

- Research

- Routine measurement

  - administration

  - part of evaluation of services (PbR?}

Future research and use

- Brief INSPIRE
- Translations into German, Swedish, Danish, Estonian, Russian
- Recommended for use by IMRoC briefing paper (Shepherd et al 2014)

German version

Abschnitt: Unterstützung

Bitte lesen Sie jede Frage und entscheiden Sie ob sie wichtig für Sie ist oder nicht. Wenn Ihre Antwort "Nein" ist, gehen Sie bitte zur nächsten Frage. Wenn Ihre Antwort „Ja" ist, füllen Sie bitte das graue Kästchen aus. Geben Sie dort an, wie viel Unterstützung Sie von Ihrer Betreuungsperson erhalten oder ob Sie keine Unterstützung von ihr wünschen.

	Ein wichtiger Teil von Recovery ist für mich ...			**Ich fühle mich dabei von meiner Betreuungsperson unterstützt...**					
U1	Mich von anderen Menschen unterstützt zu fühlen	Nein	Ja	Überhaupt nicht	Nicht sehr	Ein bisschen	Ziemlich stark	Sehr stark	Ich möchte dabei keine Unterstützung von meiner Betreuungsperson
U2	Positive Beziehungen zu anderen Menschen zu haben	Nein	Ja	Überhaupt nicht	Nicht sehr	Ein bisschen	Ziemlich stark	Sehr stark	Ich möchte dabei keine Unterstützung von meiner Betreuungsperson
U3	Unterstützung von Menschen zu haben, die ebenfalls psychiatrisch behandelt werden	Nein	Ja	Überhaupt nicht	Nicht sehr	Ein bisschen	Ziemlich stark	Sehr stark	Ich möchte dabei keine Unterstützung von meiner Betreuungsperson

Danish version

Støtte-afsnit

Læs venligst hvert spørgsmål og beslut hvorvidt det er vigtigt for dig eller ej. Hvis du sætter ring om Nej, så gå til det næste spørgsmål. Hvis dit svar er Ja, så sæt ring om den grå boks for at angive, hvor meget støtte du får fra din behandler.

	En vigtig del af min recovery proces er, at...			**Jeg føler mig støttet af min behandler i dette...**				
S1	Føle mig støttet af andre mennesker	Nej	Ja	Slet ikke	Lidt	I nogen grad	En hel del	Rigtig meget
S2	Have positive forhold til andre mennesker	Nej	Ja	Slet ikke	Lidt	I nogen grad	En hel del	Rigtig meget
S3	Have støtte fra andre mennesker som er i behandling for en psykisk lidelse	Nej	Ja	Slet ikke	Lidt	I nogen grad	En hel del	Rigtig meget
S4	Føle mig som en del af mit nærmiljø	Nej	Ja	Slet ikke	Lidt	I nogen grad	En hel del	Rigtig meget

Thank you for listening

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www.researchintorecovery.com/inspire

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