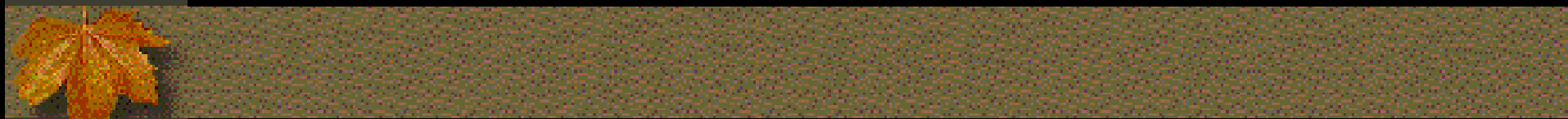


Staff Issues



Anthony Benedetto, CSW, CASAC
Assistant Vice President Clinical Services
Samaritan Village Inc.



“To get the bad customs of a country changed and new ones, though better, introduced, it is necessary first to remove the prejudices of the people, enlighten their ignorance and convince them that their interests will be promoted by the proposed changes; And this is not the work of a day.”

Benjamin Franklin (1781)



Staff Issues: Conducting and Implementing Research in Clinical Settings



Staff Allegiance to Existing Treatment Model

- “It worked for me.”
- Security & Safety



“It’s not so much that we’re afraid of change or so in love with the old ways, but that place in between that we fear... It’s like being between trapezes. It’s Linus when his blanket is in the dryer. There’s nothing to hold on to.”

Marilyn Ferguson
American Futurist



Varying Education Levels

- Intimidation
- Apprehension
- Insecurity
- Skepticism



Researcher Approach and Method

- Not Asking the Right Questions
- What is working?



Staff Lack of Contribution to Research

- Question
- Design
- Instrumentation
- Implementation



“Practitioners will continue to ignore our publications until they are seen as helpful and relevant.”

Sobell,L.C. (1996)



Bridging the Language Gap

- Definitions
- Comprehension
- Complexity



“There is a wide gap between what is known and what is actually put into use.”

Rogers (1983)



Appropriate Utilization of Information and Data

- Modality
- Population
- Significance



“Our research work is impeccable; our approaches to treatment as creative and effective as any other approach; our theory development careful and thoughtful. Unfortunately, our work is also invisible.”

McCrary (1986)



Dissemination of Results

- Availability
- Usefulness



The Challenges of Sustaining Initiatives

- Lack of Appropriate Ongoing Support
- Staff Turnover



Summary Staff Issues

- “It worked for me”
- Varying Education
- Researcher Approach
- Staff Contribution
- Language Gap
- Information Utilization
- Dissemination of Results
- Sustaining Initiative