

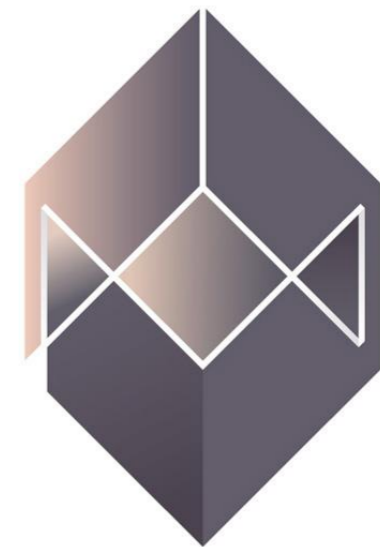
“BALANCING ON SKATES ON THE ICY SURFACE OF WORK”: A METASYNTHESIS OF WORK PARTICIPATION FOR PERSONS WITH PSYCHIATRIC DISABILITIES

Liv Grethe Kinn

Ergoterapeut, PhD

Høgskolen i Bergen. Avdeling for Helse og Sosialfag

Institutt for ergoterapi, fysioterapi og radiografi



HØGSKOLEN
I BERGEN

Round Trips to Work

Qualitative studies of how persons with severe mental illness experience work integration



Liv Grethe Kinn

Dissertation for the degree of philosophiae doctor (PhD)

University of Bergen, Norway

2014

Flere i arbeid og færre på trygd



Bakgrunn

Bare 9 - 20 % av de med alvorlige psykiske lidelser i Europa og USA jobber



Flertallet ønsker seg lønnet arbeid

I Norge har de typisk 9 ganger større for å bli arbeidsledige enn de uten en slik diagnose
Psykiske lidelser blant de vanligste diagnosene for tildeling av uførepensjon

OECD. *Sick on the Job?: Myths and Realities about Mental Health and Work*. 2012

Marwaha, S. and S. Johnson, Schizophrenia and employment - a review. *Social Psychiatry and Psychiatric Epidemiology*, 2004

OECD. *Mental Health and Work Norway*. 2013

Predictors of job success: Employment history, motivation, and self-efficacy

Hinders:

Stigma, discrimination, low expectations,
and lack of follow-up support

Helpful factors

Positive messages about future potential

Self-management strategies for staying well and coping with work- place stress

Guidance during the job search

Assistance to enable informed choices regarding disclosure

Ongoing support from significant others

Feeling connected to others, welcomed, and respected at work

Boyce, M., et al., *Mental health service users' experiences of returning to paid employment*, 2008.

Johnson, R.L., et al., *Service users' perceptions of the effective ingredients in supported employment*. 2009.

Woodside, H., L. Schell, and J. Allison-Hedges, *Listening for recovery: the vocational success of people living with mental illness*. 2006

Hva "motiverer" til
arbeidsdeltagelse

Hvorfor "faller" flertallet
av brukere ut av tiltak

Hva kjennetegner
«god» jobb-støtte



Fossey, E. and C. Harvey, Finding and sustaining employment: a qualitative meta-synthesis of mental health consumer views. Canadian Journal of Occupational Therapy, 2010

Kirsh, B., et al., A Canadian model of work integration for persons with mental illnesses. Disability and rehabilitation, 2010. 3

Blank, A., P. Harries, and F. Reynolds, Mental health service users' perspectives of work: a review of the literature. British Journal of Occupational Therapy, 2011

“Balancing on Skates on the Icy Surface of Work”: A Metasynthesis of Work Participation for Persons with Psychiatric Disabilities

Liv Grethe Kinn · Helge Holgersen ·
Randi W. Aas · Larry Davidson

© Springer Science+Business Media New York 2013

Abstract *Purpose* To explore how persons with psychiatric disabilities experience facilitators of and barriers to participation in paid work in transitional, supported, and open employment settings, in order to provide guidance for efforts to attract and retain these persons in gainful employment as a key dimension of recovery and community life. *Methods* A metasynthesis was conducted using 16 qualitative studies published between 1990 and 2011. *Results* Ten themes, two phases, and an overarching metaphor were identified. The first five themes describe facilitators of and impediments to getting a job (getting off the bench): (1) fighting inertia; (2) taking control; (3) encouraging peers; (4)

disruptions related to the illness; (5) lack of opportunities and supports. The next five themes represent facilitators of and impediments to working (skating on the ice); (6) going mainstream; (7) social cohesion; (8) clarity in role and responsibilities; (9) environmental factors; (10) managing self-disclosure. We chose as our overarching metaphor “Balancing on Skates on the Icy Surface of Work,” as we view both iceskaters and workers with psychiatric disabilities as needing to achieve and maintain their balance while being “on the edge” between various extremities. *Conclusion* We have shown that, for persons with psychiatric disabilities to “get off the bench” and “onto the ice” of employment, they may need to be supported in finding and maintaining their balance in new situations through a combination of learning new skills and competencies (learning how to skate) while receiving in vivo assistance from empathic and knowledgeable supporters (being coached while on the ice).

L. G. Kinn (✉)
Department of Social Work, Volda University College,
6101 Volda, Norway
e-mail: livkinn@me.com

L. G. Kinn
MoodNet Research Group, Bergen, Norway

Keywords Employment · Persons with psychiatric disabilities · Support · Metaethnography

Purpose

“To explore how persons with psychiatric disabilities` experiences of facilitators and barriers to participation in paid work in sheltered, transitional, supported, and open employment settings, in order to provide guidance for efforts to attract and retain these persons in gainful employment a key dimension of recovery and community life

(Kinn,
Holgerson, Aas&Davidson 2014)

Metode

Metasyntese



16 artikler inkludert

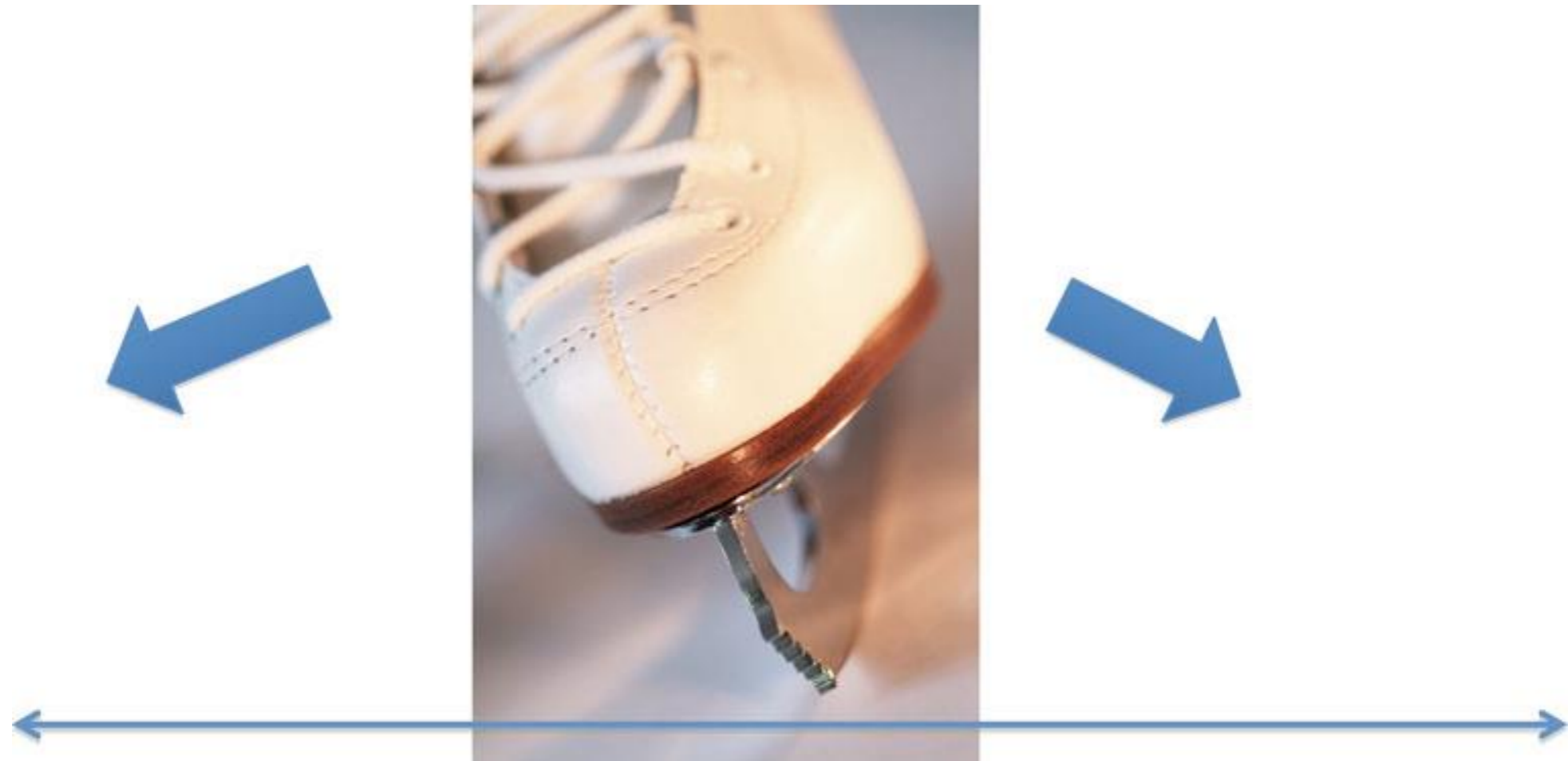
<p>Publisert i perioden fra 1996 til 2009</p>	<p>Totalt 602 informanter Fra 4 til 20 i hvert utvalg</p>
<p>Studier utført: 5 i USA 3 i Canada 3 i Storbritannia 2 i Australia 1 i New Zealand 2 i Sør- Afrika (Kinn,</p>	<p>Intervju av personer med alvorlige psykiske lidelser i alderen 21-60 år Erfaringer fra ulike arbeidsrettede tiltak Flertallet var i arbeid eller jobbsøkere</p>

Resultater

- 1 overordnet metafor
- 2 «tilstander»
- 10 tema



Balancing on Skates on the Icy Surface of Work



Helplessness
Boring Routine
Isolation
Discouragement

Overconfidence
Overstimulation
High Social Demands
Unrealistic Expectations

(Kinn,
Holgersen,Aas&Davidson,2014)

Getting off the bench

(1) “fighting inertia, (2) taking control, (3) encouraging peers, (4) disruptions related to illness, and (5) lack of opportunities and supports”

Skating on the ice

(6) “going mainstream, (7) social cohesion, (8) clarity in roles and responsibilities, (9) environmental factors, and (10) managing self-disclosure”

(1) Fighting inertia

- Several studies suggested that confidence in being able to get off the bench was enhanced by participants' involvement in activities other than work
- Exercising, socializing, baking bread or mingling at a Clubhouse, hanging out with "ordinary" people (i.e., people who did not have a mental illness), and volunteering all added to participants' skill sets and served as important glimpses into what a life off of the bench

(Kinn et al,2014)

(5) Lack of Opportunities and Supports

I could not use (my supervisor) as a support or confide in him... I'd look at him and put myself down immediately, just like I'm not doing good enough and it would cause major anxiety [48 , p. 28].

(8) Clarity in Role and Responsibilities

«I like to know what are my duties, tell me every one and how you want them and when you want them due. My boss was wonderful at telling me each step ... I've been in other jobs where they kind of want you to figure that out»

([56 , p. 176]:ref; Kinn et al,2014)

(9) Environmental Factors

He [the manager] just said: when can you start, there are so many hours, and I don't give breaks. And I thought well, he got to be joking, not getting breaks. But he wasn't. And that was it. That was the inter- view.

Researcher: Was [the employment support worker] there?

Yes. Researcher: And [the employ- ment support worker]

heard him say he didn't give breaks? Yes. Researcher:

How many hours do you work? Eight and a half hours a

day. Researcher: Not, without a break? Yes [2]

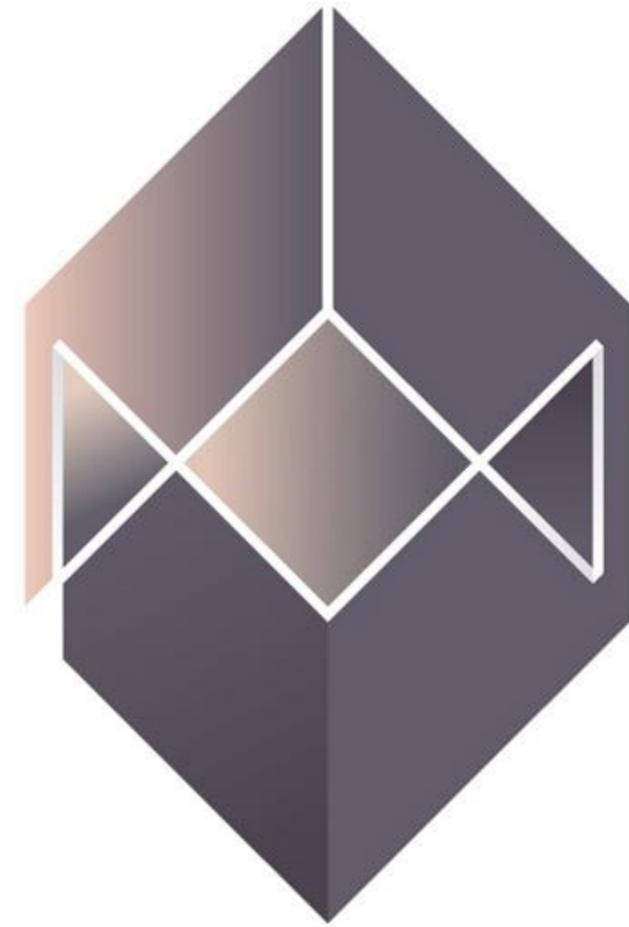
Konklusjon

Skøyte- metaforen kan hjelpe oss til å forstå hvilke former for jobb støtte mange av de med alvorlige psykiske helseproblemer kan trenge: konkrete råd og hjelp for å lære seg kunsten å balansere, holde fokus og navigere i arbeidslivet



Takk for
oppmerksomheten!

liv.kinn@hib.no



HØGSKOLEN
I BERGEN