



Workshop

From checklist to change Making IPS fidelity work for you

IPS Europe – Helsinki 2025
Lars de Winter & Lia van der Ham

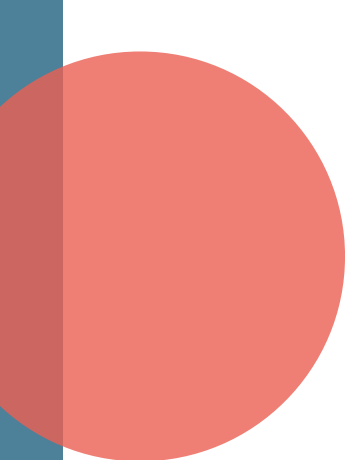
Introductions

Us



Phrenos Center of Expertise for severe mental illness
aims to promote personal, clinical and societal recovery for
people with severe mental health problems.

You?



In this workshop:

- You will gain insight into how others approach fidelity and discover new ways of doing it.
- You will explore and reflect on different perspectives on fidelity to broaden your own thinking.



This workshop's program

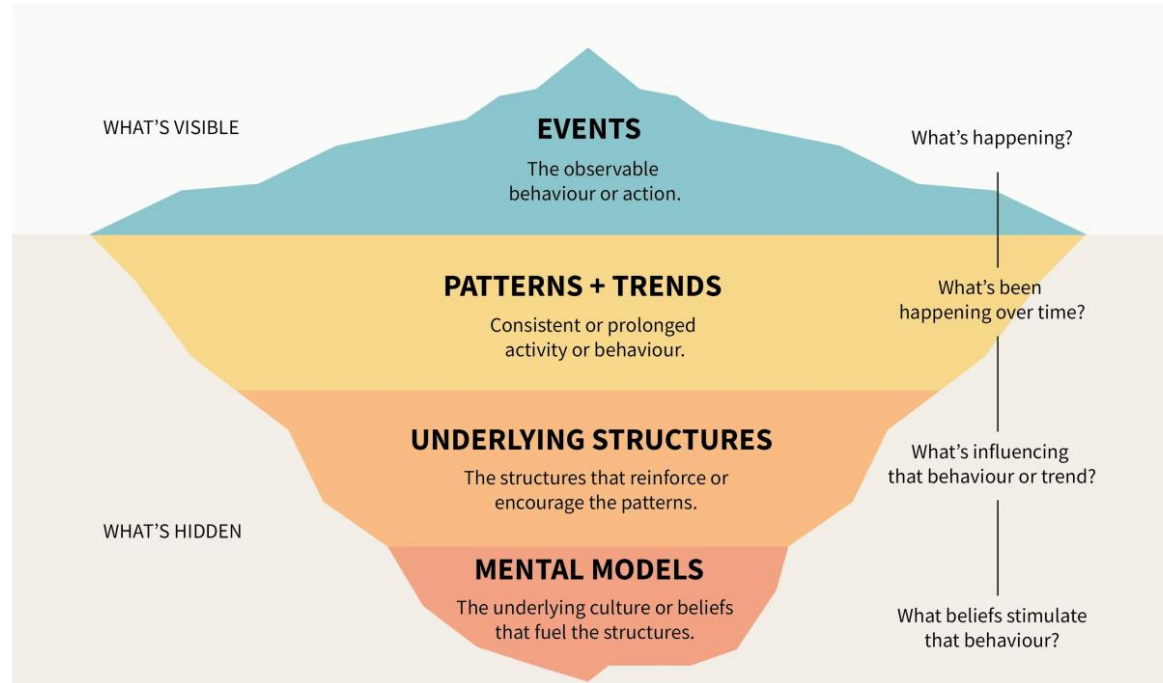
1. The fidelity iceberg
2. Speed debate
3. Mini-fidelity comparisons



1. The fidelity iceberg



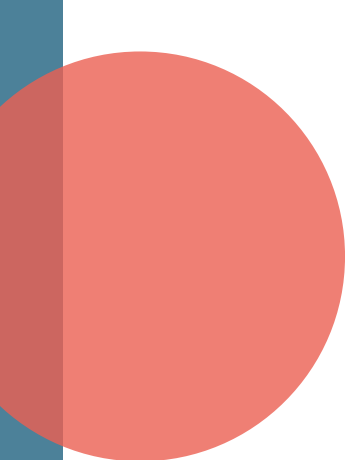
1. The fidelity iceberg



*Hearing and seeing this,
what are your first thoughts?*

2. Speed debate





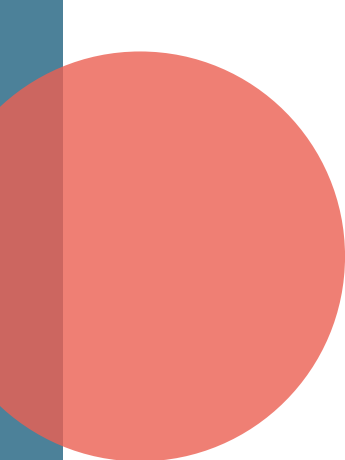
2. Speed debate: checklist of change?

Statement: “IPS fidelity assessment is a great tool for change.”

Discuss in groups with fictive roles:

- IPS supervisor/ team leader – in favor
- IPS coaches/ specialist – against
- Fidelity reviewer – neutral observer

Preferably pick a role that is not your role in daily practice!



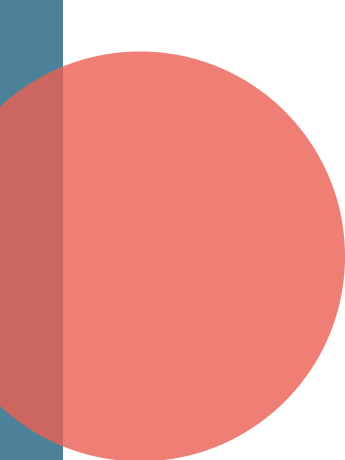
2. Speed debate: checklist of change?

Debate set-up:

- 1. Discuss in small groups (9 minutes)*
- 2. Share arguments (3 minutes per group in favor or against)*
- 3. Reflections bij IPS reviewers (3 minutes)*

3. Mini-fidelity comparisons





3. Mini-fidelity comparisons: discussions

Discuss one or more of the following questions in small groups (3 or 4 persons):

1. In your team, is fidelity more of a checklist exercise or a real driver for change? Why?
2. What ambitions do you have for the future of IPS in your setting, and in which direction would you like to grow?
3. Which concrete approaches or practices that you encountered in the conference inspire you the most, and how could you apply them in your own work?

15 minutes

3. Mini-fidelity comparisons: the future...



*Imagine the sky is the limit,
what would the future of IPS fidelity assessment look like for you?*

Thank you!

Further questions?

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Outcomes of the workshop

- The fidelity scale is a valuable instrument to reflect about how you are doing as an organization, it requires a change of mindset to 'make it work as a tool for change
- It is important to take different cultural (incl. language) or organizational contexts into consideration during the fidelity assessments
- Not only focus on the scores, but also the continuous learning process, including the preparation, but also the follow-up