

Challenges and Possibilities in using Fidelity Assessments in IPS

Experiences from a Danish Context

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Advantages of fidelity assessments

- Policy-makers have invested in IPS throughout the world in various local contexts.
- Degree of implementation deficit can be followed closely and developed continuously.
- Assessments in themselves can make professionals more committed to reach a good fidelity score.

Challenges of fidelity assessments

- Fidelity assessments is somewhat a black box because the importance of the items can not be weighed and prioritized locally (lack of evidence).
- Fidelity assessments judge professional practice by its obedience to standard rules rather than on how professional negotiates and appropriate them in a local context.

Experiences from a Danish context

Hitting the Target but Missing the Point

- Losing sight of the practice of collaboration and instead focusing on formal organization (requirements for vocational units, participation in meetings with mental health professionals and IPS specialists as vocational generalists).

Contradictions in practice

- Achieving competitive employment can contradict following the preferences of the client.
- Achieving zero exclusion can contradict rapid job search.

New possibilities?

- Develop fidelity assessments by researching professional practice on the grounds of qualitative studies, realistic reviews and new RCT's - is there a place for new principles/items/practices?
- Develop fidelity assessments by focusing more on evaluating the satisfaction of participants and self-assessments of professionals.