

SYTE

Study of Youth Treatment Environments

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INSIGHT into SYTE



The goal of SYTE is to learn how to help program managers and clinicians improve their work environments and outcomes for youth with mental health and substance use problems.

Dr. Greg Aarons at the Child and Adolescent Services Research Center (CASRC) is the Principal Investigator of SYTE, which is funded by the National Institute of Mental Health.

Over the past few months, SYTE researchers interviewed program managers and surveyed mental health workers from 55 programs in order to learn about service coordination, organizational culture and climate, and supervisory leadership. We are now finishing our first wave of data collection and will begin ana-

lyzing data soon.

Dr. Aarons will present preliminary SYTE findings at the county's "Leadership Plus" meeting on Thursday August 30 focusing on information about supervisory leadership. Results from SYTE will be presented in a way that protects the identity of individuals and individual programs.

A second wave of data collection will assess changes in programs and in San Diego County's Youth Mental Health system. After completion of data collection and analysis, programs will have the opportunity to receive more detailed information on their own program's characteristics.

We look forward to working with you to discover how to improve the workplace for youth mental health services. We also look forward to hearing your feedback and concerns.

Leadership: An Important Concern for Program Managers



The leadership portion of SYTE has received a lot of attention due to its concentration on supervisory roles and responsibilities and their effect on the culture and climate of the organization. Many program managers are

particularly interested in clinician perceptions of leadership and what strategies other program managers have implemented to improve their

program's work environment.

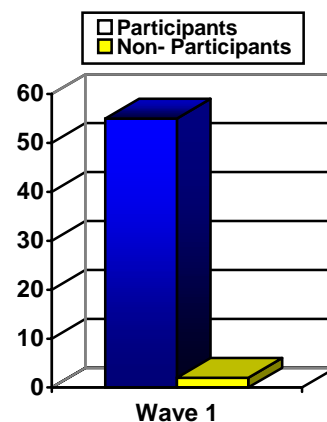
Leadership assessment and feedback focusing on characteristics such as inspirational motivation, management style, and individualized consideration could help to improve supervisor effectiveness and relationships. Several program managers have suggested trainings specific to these issues.

Based on the results of SYTE, Dr. Aarons will develop ways to address leadership concerns in youth mental health programs.

"Compassionate understanding of our work environments can lead to a better work life for mental health professionals and better outcomes for youth"
Dr. Greg Aarons

Thanks! From Your SYTE Partners

We would like to take this opportunity to thank our SYTE partners for contributing their time, effort, and support. Because of your interest in SYTE, participation rates actually exceeded our expectations. Additional



programs even asked to be included in SYTE and now 55 out of 57 programs have become SYTE partners. We look forward to seeing you for our second wave of data collection.

Communicate With SYTE

Check out our new website at: www.casrc.org/SYTE

You can also reach us at (858) 966-7703 ext. 3151 or 3790 or by email at SYTE@casrc.org.