

SYTE

Study of Youth Treatment Environments

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"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

Feedback Now Available for Programs



Over the past few months, we began analysis of SYTE data from the first wave of the project. So far we have shared individual program results with four program managers who have been very enthusiastic about getting and using the feedback results.

Along with each partner we examine information about their program profile in comparison to the average profile of all other partner programs in San Diego County. Specifically, we look at five aspects of program functioning: 1) climate (staff perceptions of working at the program), 2) culture (staff perceptions of the norms and values of the program), 3) leadership (staff perception of leadership in the program), 4) working alliance (staff

self-perception of their ability to develop a good working relationship with clients and families), and 5) practice innovation (attitudes toward use of new or different treatment models).

Feedback can be structured to suit your needs. For example, we have met with individual program managers to discuss organizational and leadership profiles. We can also provide an overview for your staff members who provide clinical and case management services. In this way, SYTE results can be shared as an opportunity to address work and practice concerns.

To set up a time to meet for your individual and/or group feedback, please contact your SYTE partners, Greg Aarons or Angelina Carmazzi (see "Communicate With SYTE" below).

How Program Leaders Can Use Feedback



Program leaders who have received SYTE feedback have suggested a number of ways to use their program's personalized results in order to enrich aspects of their program.

For example, there is great interest in developing ways to improve aspects of climate, such as organizational commitment

and job satisfaction. Such improvements can help to decrease staff turnover in youth mental health programs, leading to improved quality of care.

A number of program managers are particularly interested in staff and clinician perceptions of leadership and what strategies other program managers have implemented to improve their own leadership skills and their program's work environment.

What is SYTE?

The Study of Youth Treatment Environments (SYTE) is intended to help program managers and clinicians improve their work environments and the care they provide for youth with mental health and substance use problems. Dr. Greg Aarons, a Clinical Psychologist and Research Scientist 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.

We look forward to working with you to discover how to improve the workplace for youth mental health services and share our knowledge with others. SYTE is always eager to hear and discuss your feedback and concerns.

Communicate With SYTE

You can connect with us through our website at: www.casrc.org/SYTE or by email at: SYTE@casrc.org. You can also reach us by Telephone: (858) 966-7703 ext. 3550 (Dr. Aarons), 3151 (Ms. Carmazzi) or by Fax: (858) 966-7704.