

Staff Selection within the Context of EBP Implementation

Experience with
Multisystemic
Therapy

Primary Means of Guiding MST Staff Selection

- MST Supervisor Hiring Toolkit
- MST Therapist Hiring Toolkit
- Access to guidance and support from MST experts

Elements of Hiring Toolkits

- Characteristics of successful MST therapists/supervisors
- Guidelines for advertising and recruiting
- Interview questions, desired responses
- Role play interview guidelines, desired responses
- Additional screening steps:
 - Candidate shadowing of therapists
 - Phone calls with therapists
 - Candidate observation of supervision or consultation
 - Calls to references

Steps in Development of Toolkits

- Drew on interviews from MST providers
- Modified and expanded on interviews to create toolkits
- Gave toolkits to providers during program development
- Developed training on toolkits
- Elicited feedback from providers on toolkits
- Modified toolkits based on feedback

Planned Next Steps

- Pilot more intensive support and training on hiring process for new programs
- Train all MST supervisors on therapist hiring
- Create video model of interviews
- Expand MST expert training on hiring toolkits
- Gather data on MST Institute website re: use of hiring toolkits for hired therapist and supervisors
- Gather data on link between use of hiring toolkits and staff retention