



# i-THRIVE Toolkit: THRIVE Assessment Tool Workshop

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## Aims of the workshop

The aim of this workshop is to develop an understanding of how 'THRIVE-like' your system is currently. You will use the THRIVE Assessment Tool to identify how much your local system currently aligns with and delivers to the principles of the [THRIVE Framework for system change](#) (Wolpert et al., 2019).

In order to complete the THRIVE Assessment Tool workshop you will need to have already undertaken a number of steps within [Phase 1](#) of the i-THRIVE Approach to Implementation including:

- Mapping and reviewing your pathways
- Understanding the quantitative data relating to your pathways and local system
- Capturing and understanding feedback and qualitative data from across the system including from professionals, young people and their families

The better the understanding of your current system, the easier it will be for you to honestly assess how THRIVE-like your system is now.

## Materials

- THRIVE Assessment Tool
- PowerPoint: THRIVE Assessment Tool
- Flip chart and pens to record outcomes of group discussions
- Tables for group work

## Who should attend

Staff from across the system should be invited to participate in order to produce a full as possible understanding of the system. This will include professionals from health, the local authority, education, voluntary sector and any private providers that are used locally.

## Workshop Structure

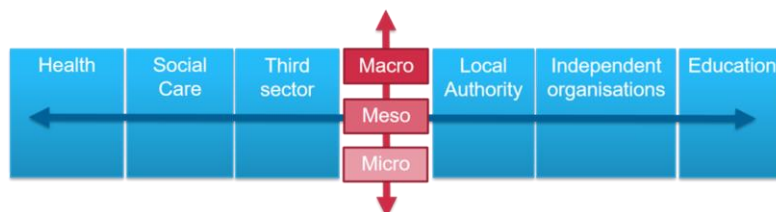
### 1. Introduction to the different levels within the system: macro, meso and micro

Delivering good quality care that is efficient cannot be achieved successfully by looking at a single service or set of professionals, rather it needs to consider all the parts of the system. This involves not only thinking about all the agencies that are involved in providing services, but also considering how well the different 'levels' of the system are working together. One way of thinking about these levels is to think about it in terms of three parts, all of which are dependent on each other and interact with each other. These are the 'Macro', 'Meso' and 'Micro' systems.

The THRIVE Framework focuses on providing care according to the needs of young people, and helps services to provide that care according to those needs identified. Given this, when developing a view of the system, it is necessary to understand which patient groups are being considered at each level in the system, as well as the services that are providing care to that patient group at that level.

### 15 minutes

- Introduce what macro, meso and micro levels mean for understanding the system for children and young people's mental health using the PowerPoint and the diagrams below:



- Ask attendees to think about which part of the system they usually work within so that they are able to identify where they fit.

## 2. The THRIVE Assessment Tool

The THRIVE Framework is made up of a set of core principles that relate to these three parts of the system: macro, meso and micro levels.

The THRIVE Assessment Tool sets out each of these principles and provides four descriptions of each of the principle, which range from a very THRIVE-like system, to one that has some way to go before it can describe itself as 'THRIVE-like'.

### One hour

- Each table should be given a part of the system to consider in detail (macro, meso or micro system)
- For each of the principles, draw on the understanding of your system that you have developed throughout Phase 1 of the i-THRIVE Approach to Implementation and discuss how 'THRIVE-like' your system is currently
- Circle the number that represents the best fitting description of the principle in question. If you have identified any particular strengths or weaknesses note them under the relevant section.

## 3. Feedback and Discussion

The group as a whole will now work systematically through the principles to agree a consensus on scoring. Once this has been completed it will be possible to see overall how THRIVE-like your system is currently.

### One hour

- Each table should present back to the room how they scored each principle.



- Discuss amongst the audience any queries or disagreements about the scores selected by the tables.
- For each of the principles, agree a final score for the principle, capturing any further strengths and weaknesses identified through discussion.

#### 4. Prioritisation

The areas scoring a 3 or 4 in the THRIVE Assessment Tool are working well already and should be protected during any transformation planning. Sites may wish to focus on a quick win in taking an area currently scoring a 3 up to a 4 with fairly modest resources.

The areas scoring 1 or 2 are the main areas for improvement and are all potential areas to focus improvement efforts on.

#### 20 minutes

Group discussion of the following:

- What are your immediate thoughts around what your key priorities could be?
- Are there any areas that scored poorly (scored at a 1 on the THRIVE Assessment Tool) that need to be addressed immediately?
- Are there any quick wins where things are already working well (scored at a 3 on the THRIVE Assessment Tool) could be made excellent with a small amount of work?
- Are there any projects or pieces of work that are already underway to address some of the principles outlined in the THRIVE Assessment Tool?

Record all feedback on flipchart paper.

#### 5 minutes

Take a straw poll of what people would like to focus on moving forward and record this on flipchart paper.

#### Next Steps

Write up agreed THRIVE Assessment Tool scores and share with the group. Identify if these scores need to be shared with a wider audience and further feedback obtained.

#### Continuing with Phase 1 of the i-THRIVE Approach to Implementation

Staff will be invited to another workshop to establish agreed areas for prioritisation and to analyse where there are currently gaps. This will enable you to develop a view of your ideal pathway.

Finally, a local outcome framework could be developed to help you measure your pathway to see how the implemented changes lead to improvement and to identify problems early so they can be addressed.

#### Contact the National i-THRIVE Programme team

If you would like further information about this workshop or about implementing the THRIVE Framework in general please contact the National i-THRIVE Programme team via [www.implementingTHRIVE.org](http://www.implementingTHRIVE.org) and follow [@iTHRIVEinfo](https://twitter.com/iTHRIVEinfo) on Twitter.