

FIT in Occupational Health

In this study FIT was used as the framework and measure of change by a CAT (Cognitive Analytic Therapy) therapist in Occupational Health in a large organisation. This was to assist clients who were affected by a number of different personal, managerial and stressful issues. These were classified as personal relationship problems, workplace relationship issues or psychological stress. Stress, in itself, is associated with ill health and increased absenteeism from work and is therefore an area that needs addressing to benefit both the individual and society.

The findings reported here are based on fifteen case studies. These were examined to determine whether the FIT training used as a framework for 'therapy' in CAT would help to alleviate anxiety and depression by increasing Behavioural Flexibility and other measures of FITness.

Participants

The case studies of fifteen clients were included in this analysis. All were people attending a work-based Occupational Health unit with problems that required the intervention of a trained psychotherapist. Some were referred through their managers and some were self-referred to Occupational Health staff.

Treatment/Procedure

- The clients completed the FIT Profiler at their first session and received feedback on the results of this.
- Targets to try new things were set in sessions with their therapist in order to change FIT areas.
- At the last session clients completed the FIT Profiler for a second time.

Outcomes

Very positive results occurred as a result of FIT in terms of general anxiety and depression as the Table below shows:

Pre- and Post-training measures of general anxiety and depression

	Pre-training measure	Post-training measure
General anxiety	9.2	7.5
Depression	9.3	6.4

These changes were highly statistically significant. Moreover, when examined more closely these could be related to changes brought about by FIT Training as improvements had occurred in all areas measured by the FIT Profiler as shown on the Table below.

The effects of FIT Training on FIT Profiler scores

FIT measure	Pre-training	Post-training
Overall FIT score	156	255
FIT Integrity	62.1	70.9
Behavioural Flexibility	23.5	36.7
Self-responsibility	6.3	7.2
Awareness	6.1	6.7
Balance	5.7	6.3
Conscience	7.4	8.2
Fearlessness	5.7	7.0
Social shaping	1.4	1.3

With the exception of Awareness and Social Shaping scores all increases in the scores shown in the Table were statistically significant. The lack of change in the Social Shaping score means that we can be confident that the other changes are real. Statistical analysis found that the FIT Behavioural Flexibility score was significantly correlated with the improvements in depression and anxiety.

These findings show firstly, that increases in Behavioural Flexibility with training occur even in a stressed group with significant issues to tackle. Secondly, they show that increases in Behavioural Flexibility lead to a reduction in stress due to lessened anxiety and depression. Although the beneficial effects may be enhanced by the cognitive analytic therapist, the correlational data suggests that it is the FIT Training that is the beneficial tool in reducing stress and removing problems.