



TENNESSEE INSTITUTE
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Validated Instruments for Healthcare Workforce Mental Health

This document provides a variety of instruments/ survey tools to understand and address mental health impact and support needs of employees. The information provided here should assist the Strategy 3.1 work team to develop an instrument to understand and address the mental health impact and support needs of first responders that includes questions on symptoms of anxiety, depression, post-traumatic stress disorder, stigma, work environments, organizational support, and coping strategies during the pandemic, among other topics. This instrument will then be administered to staff of the Puerto Rico Department of Health.

A link to each instrument is provided below. A brief summary of each instrument is also provided to illustrate the instruments' use and application

INSTRUMENTS AND MEASURES

[Agency Self-Assessment for Trauma-Informed Care](#)

[Community Attitudes Towards Mentally Illness \(CAMI\) Scale](#)

[Professional Quality of Life \(ProQOL\) Scale](#)

[Evaluating Programs Meant to Ease the Stigma of Mental Illness](#)

[Trauma Informed Organizational Change Manual](#)

[Vicarious Trauma Toolkit \(VTT\)](#)

Stigma-9 Questionnaire (STIG-9; no link available, questions provided in appendix)

Assessments/Instruments by Profession for the VTT



EMS



Fire Service



Law Enforcement



Victim Services

SUMMARIES

Agency Self- Assessment for Trauma-Informed Care

The Agency Self-Assessment for Trauma-Informed Care was adapted from the National Center on Family Homelessness Trauma- Informed Organizational Self- Assessment and is a tool to assess an organization's readiness to implement a trauma-informed approach (Orchard Place/ Child Guidance Center's Trauma Informed Care Project). Questions in the self-assessment is informed by SAMSHA's principles for trauma informed care and is focused on five main areas: supporting staff development, creating a safe and supportive environment, assessing and planning services, involving consumers, and adapting policies. Information from this assessment can provide information on how to inform organizational policy change, opportunities for programs and professional development, and areas for growth and environmental change within an organization.

Community Attitudes Towards Mentally Illness (CAMI) Scale

The Community Attitudes Towards Mental Illness (CAMI) Scale (Dear & Taylor, 1979) is a 40 item scale that was developed from the Opinions about Mental Illness survey (Cohen and Struening, 1962). The CAMI scale covers items such as authoritarianism, benevolence, social restrictiveness, and community mental health treatment facilities. CAMI has been used in a variety of community settings and has strong reliability and construct validity. A potential weakness of CAMI is social desirability bias.



Professional Quality of Life Scale

Professional Quality of Life (ProQOL) is intended for any helper - health care professionals, social service workers, teachers, attorneys, emergency response, etc. (Stamm & Center for the Victims of Torture, 2021). Understanding the positive and negative aspects of helping those who experience trauma and suffering can improve your ability to help them and your ability to keep your own balance. The ProQOL also has options for specific disciplines. For example, the ProQOL Health is focused on healthcare workings and the impact of their work on their wellbeing. The ProQOL Health Manual was developed to serve as a resource summarizing key concepts related to healthcare workers' self-care and the possible impacts of their work on their well-being. The manual also provides guidance to healthcare workers on the use of the ProQOL Health measure as a means of monitoring their well-being. Finally, ProQOL has options for self-care through the ProQOL Self-Care Tools. The ProQOL has been applied in a variety of settings at the organizational and individual levels.

Toolkit for Evaluating Programs Meant to Ease the Stigma of Mental Illness

The toolkit was created by Patrick Corrigan (2008) to help erase the stigma of mental illness, provide resources to evaluate programs related to stigma, and provide a set of measures that can be used to determine stigma change. The toolkit includes a variety of instruments to measure stigma related to mental health. Instruments related to public stigma include the Attributions Questionnaire and the Family Questionnaire. The Self-Stigma of Mental Illness scale and the Recovery Assessment Scale are both instruments to assess self-stigma. The Level of Familiarity Scale is also included as another measurement area. The toolkit provides the instruments for each of these as well as an example applying one of these instruments. Information in the toolkit is informed by the Substance Abuse and Mental Health Services Administration (SAMHSA) and peer-reviewed literature. The various measures have been applied to programs that are focused on reducing mental health stigma. The Chicago Consortium of Stigma Research helped to fund the development of this toolkit.

Stigma- 9 Questionnaire

The Stigma-9 Questionnaire, or STIG-9, is a brief, comprehensive questionnaire that is patient centered and informed by theory (Gierk et al., 2018). The nine items are focused on cognitive, behavioral, and affective aspects of perceived mental health-related stigma. The questionnaire showed high levels of internal consistency and good levels of external and internal validity. It seems to be well accepted by patients with mental disorders. This has been applied in an outpatient clinic and has English and German versions. See appendix for a copy of the STIG-9.

Trauma Informed Organizational Change Manual

The Trauma Informed Organizational Change Manual was released in 2019 by the Institute on Trauma and Trauma-Informed Care and aims to help guide organizations and systems in planning, implementing, and sustaining organizational change (University of Buffalo Center for Social Research, 2019). The manual is a guide and workbook and includes a 10 item questionnaire, the TICS-10. To access the manual the name and email address of an individual must be provided. The manual has been downloaded by individuals and organizations in over 52 countries.

Vicarious Trauma Toolkit

The VTT introduces a model for examining and conceptualizing the effects of vicarious trauma along a spectrum of reactions to the work-related trauma exposure that victim services providers and first responders experience every day. Responses to vicarious trauma can be negative, neutral, or positive; can change over time; and can vary from case to case, particularly with prolonged exposure. The VTT focuses on organizational responses to work-related exposure to trauma. While some resources in the toolkit may be useful to individuals, the VTT is intended to provide organizations with the tools they need to fulfill their responsibility to support staff and become more vicarious trauma-informed. The VTT is organized by discipline to help quickly and easily find the information needed. However, the resources in the VTT are relevant to all fields, regardless of professional discipline.

Stigma-9 Questionnaire

What do you think?

How do most people act towards someone who has been treated for a mental illness?

Please rate how much you agree with the following statements.

I think that most people...	Disagree	Somewhat Disagree	Somewhat Agree	Agree
...avoid contact with someone who has been treated for a mental illness.				

If you think that most people rather avoid contact with someone who has been treated for a mental illness, then please cross "somewhat agree". Please cross the appropriate box:

I think that most people...	Disagree	Somewhat Disagree	Somewhat Agree	Agree
...take the opinion of someone who has been treated for mental illness less seriously.				
...consider someone who has been treated for mental illness to be dangerous.				
...hesitate to do business with someone who has been treated for a mental illness.				
...think badly of someone who has been treated for a mental illness.				
...consider mental illness to be a sign of personal weakness.				
...hesitate to entrust their child with someone who has been treated for a mental illness.				
...do not even take a look at an application from someone who has been treated for a mental illness.				
...feel uneasy when someone who has been treated for a mental illness moves into the neighbourhood.				

Evidence-Based Rapid Reviewer for Best or Promising Practices for COVID-19 Health Equity

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