

# IEMT Treatment Plans

## For clients facing complex mental health, emotional and psychological challenges

A treatment plan is a set of written instructions and records pertaining to the treatment and management of a mental health condition and/or crisis. A treatment plan should include the client's key personal information, the diagnosis and/or presenting problem, an outline of the treatment under consideration, expected and intended outcomes, and the measurement of these outcomes during, and at the conclusion of, treatment.

A treatment plan should include:

- A definition, qualification, and quantification of the presenting problem
- A description of the treatment proposed by the coach/therapist
- A timeline for treatment, including frequency and duration of sessions
- Identification of the major treatment goals in the SMART format

Whilst for many clients a treatment plan is not necessary there are many scenarios and presenting problems for which a treatment plan will offer an opportunity for the client to collaborate in their treatment and to provide a structured framework for treatment. Many clients with complex issues and who may be new to therapy/treatment may find this reassuring, professional and motivating.

Where the appropriate permissions exist the treatment plans may be shared with mental health professionals and community support teams in order to increase multi-disciplinary communication, cooperation, and collaboration.

IEMT Practitioners should consider a treatment plan in the following scenarios:

- Clients experiencing serious mental illness or distress
- Clients experiencing multiple issues affecting them emotionally, physically, socially, and psychologically
- Clients with serious physical health issues
- Clients engaged in the criminal justice system
- Clients under compulsory treatment orders
- Clients engaged with multiple care/support/treatment agencies
- Clients referred by employers
- Working with teenagers and/or their families
- The vulnerable elderly
- Clients with developmental disabilities and/or intellectual challenges
- Clients experiencing sexual orientation or gender identity issues
- Clients who are being bullied and/or abused and/or exploited
- Clients with little socio-economic resource, minimal opportunities, and poor prospects

Each treatment plan is unique to each individual though many similarities and recurring themes will undoubtedly arise over time.

# Contents of a Treatment Plan

All treatment plans are specific to each client. They are the collaborative result of the discussions and agreements that exist between the coach/therapist and the client.

Differences in the care plans between different clients are most likely to manifest in any or all of the following components:

- Demographics and personal history
- Assessment/diagnosis – whilst many people may share the same diagnosis, the experience of the client will be unique as will the context in which the presenting problem/illness/distress occurs
- The presenting problem – i.e. the problems or symptoms that initially brought the client to treatment
- Existing resources – the pre-existing resources that the client brings to treatment. These will be either intrinsic (i.e. clients own strengths and characteristics) and extrinsic (i.e. family support, financial aid, social support)
- Treatment contract – the agreement between the therapist and client that summarises the intentions of treatment
- Responsibilities – a section on who is responsible for which components of treatment, including the coach/therapist and other agencies across the multi-disciplinary and community support agencies
- Treatment outcomes – what are the intended and expected outcomes of treatment
- Specific interventions – the techniques, exercises, and interventions deployed by the coach/therapist
- Session frequency, duration, and number
- Progress/outcomes – the ability, rate, range, and degree of therapeutic progress will vary enormously between clients

## Behavioural Observations

**Note behavioral observations of the client's presentation of self.** The coach/practitioner should assess the client's overall mental state which involves observing their physical appearance and interactions with others.

The coach/practitioner should also assess the client's overall mood (i.e. *sad, angry, indifferent*) and overall affect (*range, scope, and articulation of emotional expression*). These observations assist the coach/practitioner in making an effective diagnosis and developing an appropriate treatment plan.

Examples of observations that constitute the mental status exam include:

- Orientation to time, date, and place
- Self-grooming and hygiene (also observe fingernails, breath, odour, the freshness of clothing, etc)
- Eye contact – avoidant, little, none, or normal
- Mood – angry, withdrawn, irritable, tearful, anxious, depressed, etc
- Affect – appropriate/inappropriate, labile, stoical, blunted, flat
- Thought content disturbances – i.e. delusions, hallucinations, obsessions, intrusions, suicidal thoughts

- Behavioral disturbances such as aggression, poor impulse control, unreasonable demands
- Motor activity - agitation, calm, restless, rigid
- Speech (volume, speed, coherence)
- Interactional style (i) - i.e. nervous giggling, bombastic, cooperative, erratic
- Interactional style (ii) - active participant, passive, failure to initiate, conversationally domineering, etc
- Intellectual functioning (impaired, unimpaired)
- Memory - short term, long term
- Perceptual disturbances - i.e. hallucinations, the agency of communication and meaning
- Attention span - ability to focus and concentrate

## Assessment Tools

Assessment tools are standardised systems and processes that facilitate the qualification and quantification of specific conditions, disorders, experiences and problems. Tools include scales, charts, checklists, graphic presentations and structured interviews. These need to be suited to the client under assessment, culturally sensitive to the context in which they are used, reliable and valid if they are to inform professional judgement and opinion.

### Examples of commonly used assessment tools

#### 1. Anxiety

- Generalized Anxiety Disorder Screener (GAD-7)
- Depression Anxiety Stress Scale (DASS)
- Hamilton Anxiety Rating Scale

#### 2. Depression

- Geriatric Depression Scale
- The Zung Self-Rating Depression Scale

#### 3. Addiction

- Addiction Severity Index (ASI)
- Alcohol Use Disorders Identification Test (AUDIT-C)
- South Oaks Gambling Screen Assessment
- Brief Addiction Monitor
- Drug Abuse Screening Test (DAST)

#### 4. Trauma

- Post-Traumatic Stress Disorder Checklist
- The Kessler Psychological Distress Scale

#### 5. Behavioural

- Wahler Self-Description Inventory
- Daily Living Activities

- Parental Stress Scale

## 6. Pain

- Numerical Rating Scale (NRS)
- Visual Analog Scale (VAS)
- Defense and Veterans Pain Rating Scale (DVPRS)
- Adult Non-Verbal Pain Scale (NVPS)
- Pain Assessment in Advanced Dementia Scale (PAINAD)
- Behavioral Pain Scale (BPS)
- Critical-Care Observation Tool (CPOT)

## Targets, Goals and Outcomes

To evaluate the effectiveness of the treatment plan, the coach/practitioner needs to track the client's progress and measure the efficacy of treatment and interventions. In some instances, it may be beneficial to ask the client to keep track of their inner experiences and behaviours in a log, chart, or diary so that progress can be monitored.

People in treatment are more likely to complete objectives when the goals are personally important to them, thus all goals should add value or meaning to the client's situation.



*"People are not lazy. They simply have impotent goals—that is, goals that do not inspire them."* — **Tony Robbins**

*"If you want to live a happy life, tie it to a goal, not to people or things."* — **Albert Einstein**

## SMART Goals

All outcomes, aims and treatment goals should be measurable using the SMART criteria:

- **Specific** – target a specific area for improvement. (*what*)
- **Measurable** – quantify or at least suggest an indicator of progress. (*how much*)
- **Assignable** – specify who will do it. (*who*)
- **Realistic** – state what results can realistically be achieved, given available resources. (*why*)
- **Time-related** – specify when the result(s) can be achieved. (*when*)

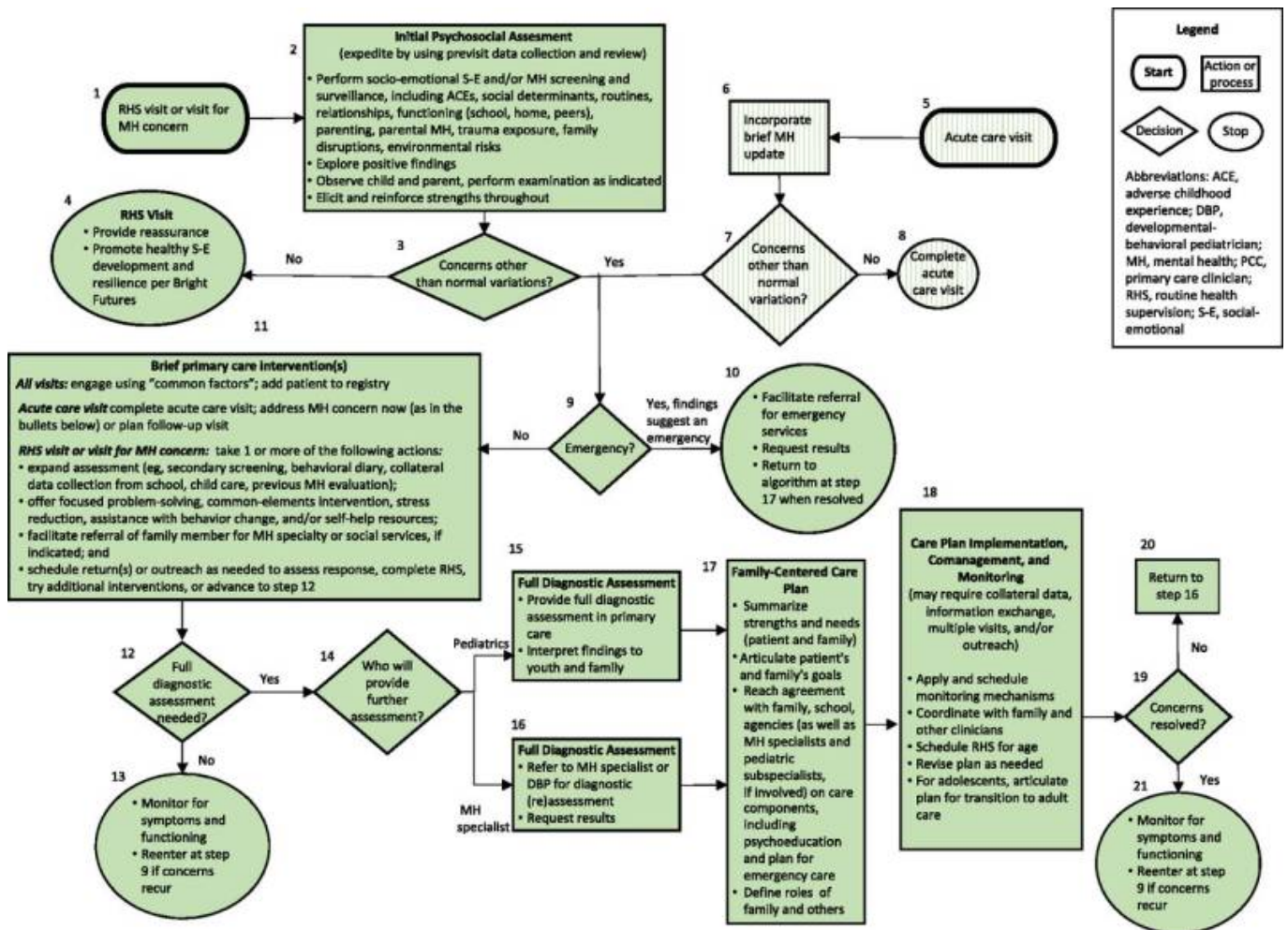
The term S.M.A.R.T. Goals and S.M.A.R.T. Objectives are often used. Although the acronym SMART generally stays the same, *objectives* and *goals* can differ. Goals are the distinct purpose that is to be anticipated from the assignment or project, while objectives, on the other hand, are the determined steps that will direct the full completion of the project goals. (**SAMHSA Native Connections**. "Setting Goals and Developing Specific, Measurable, Achievable, Relevant, and Time-bound Objectives" (PDF). Substance Abuse and Mental Health Services Administration.)

Two additional criteria create the SMARTER system:

- **Evaluate** - The sixth step in goal setting using the S.M.A.R.T.E.R. method is to ensure that all progress towards each goal is evaluated.
- **Readjust** - The seventh step is to adjust treatment according to the evaluation.

## SAMPLEs - not for inclusion

Schizophrenia				
Signs & Symptoms	Causes	Rule Outs	Labs/Tests/Exams	Interventions
<ul style="list-style-type: none"> <li>• At least for 1 month, 2 or more from the following:               <ul style="list-style-type: none"> <li>◆ Delusions</li> <li>◆ Hallucinations</li> <li>◆ Disorganized speech</li> <li>◆ Disorganized behavior</li> <li>◆ Negative symptoms (alogia, affective flattening, avolition)</li> </ul> </li> <li>• Functional disturbances at school, work, self care, personal relations</li> <li>• Disturbance continues for 6 mo</li> </ul>	<ul style="list-style-type: none"> <li>• Dopamine hypothesis (excess)</li> <li>• Brain abnormalities (3<sup>rd</sup> ventricle sometimes larger)</li> <li>• Frontal lobe – decreased glucose use/smaller frontal lobe</li> <li>• Genetic – familial; monozygotic twin (47% risk vs 12% dizygotic)</li> <li>• Virus</li> <li>• No specific cause</li> </ul>	<ul style="list-style-type: none"> <li>• Schizophreniform disorder</li> <li>• Schizoaffective</li> <li>• Mood disorder with psychotic symptoms</li> <li>• Medical disorder/substance abuse with psychotic episode</li> <li>• Delusional disorder</li> <li>• Note: With schizophrenia, the condition persists for at least 6 mo and is chronic and deteriorating</li> </ul>	<ul style="list-style-type: none"> <li>• Psychiatric evaluation and mental status exam</li> <li>• No test can diagnose schizophrenia</li> <li>• Positive and Negative Syndrome Scale (PANSS)</li> <li>• Abnormal Involuntary Movement Scale (AIMS)</li> <li>• Need to rule out other possible medical/substance use disorders: LFTs, toxicology screens, CBC, TFT, CT scan, etc.</li> </ul>	<ul style="list-style-type: none"> <li>• Antipsychotic – usually atypicals for new onset: risperidone, olanzapine, aripiprazole, etc.</li> <li>• Acute psychotic episode may need high potency (haloperidol)</li> <li>• Hospitalization until positive symptoms under control</li> <li>• Patient/family education</li> <li>• NAMI for patient/family education, as patient advocate</li> </ul>







**Illustration: A family tree of related terms used in behavioral health and primary care integration**  
See glossary for details and additional definitions

**Integrated Care**

Tightly integrated, on-site teamwork with unified care plan as a standard approach to care for designated populations. Connotes organizational integration involving social & other services. "Altitudes" of integration: 1) Integrated treatments, 2) integrated program structure; 3) integrated system of programs, and 4) integrated payments. (Based on SAMHSA)

**Patient-Centered Care**

"The experience (to the extent the informed, individual patient desires it) of transparency, individualization, recognition, respect, dignity, and choice in all matters, without exception, related to one's person, circumstances, and relationships in health care"—or "nothing about me without me" (Berwick, 2011).

**Coordinated Care**

The organization of patient care activities between two or more participants (including the patient) involved in care, to facilitate appropriate delivery of healthcare services. Organizing care involves the marshalling of personnel and other resources needed to carry out required care activities, and often managed by the exchange of information among participants responsible for different aspects of care" (AHRQ, 2007).

**Shared Care**

Predominately Canadian usage—PC & MH professionals (typically psychiatrists) working together in shared system and record, maintaining 1 treatment plan addressing all patient health needs. (Kates et al, 1996; Kelly et al, 2011)

**Collaborative Care**

A general term for ongoing working relationships between clinicians, rather than a specific product or service (Doherty, McDaniel & Baird, 1996). Providers combine perspectives and skills to understand and identify problems and treatments, continually revising as needed to hit goals, e.g. in collaborative care of depression (Unützer et al, 2002)

**Co-located Care**

BH and PC providers (i.e. physicians, NP's) delivering care in same practice. This denotes shared space to one extent or another, not a specific service or kind of collaboration. (adapted from Blount, 2003)

**Integrated Primary Care or Primary Care Behavioral Health**

Combines medical & BH services for problems patients bring to primary care, including stress-linked physical symptoms, health behaviors, MH or SA disorders. For any problem, they have come to the right place—"no wrong door" (Blount). BH professional used as a consultant to PC colleagues (Sabin & Borus, 2009; Haas & deGruy, 2004; Robinson & Reiter, 2007; Hunter et al, 2009).

**Behavioral Health Care**

An umbrella term for care that addresses any behavioral problems bearing on health, including MH and SA conditions, stress-linked physical symptoms, patient activation and health behaviors. The job of all kinds of care settings, and done by clinicians and health coaches of various disciplines or training.

**Patient-Centered Medical Home**

An approach to comprehensive primary care for children, youth and adults—a setting that facilitates partnerships between patients and their personal physicians, and when appropriate, the patient's family. Emphasizes care of populations, team care, whole person care—including behavioral health, care coordination, information tools and business models needed to sustain the work. The goal is health, patient experience, and reduced cost. (Joint Principles of PCMH, 2007).

**Mental Health Care**

Care to help people with mental illnesses (or at risk)—to suffer less emotional pain and disability—and live healthier, longer, more productive lives. Done by a variety of caregivers in diverse public and private settings such as specialty MH, general medical, human services, and voluntary support networks. (Adapted from SAMHSA)

**Substance Abuse Care**

Services, treatments, and supports to help people with addictions and substance abuse problems suffer less emotional pain, family and vocational disturbance, physical risks—and live healthier, longer, more productive lives. Done in specialty SA, general medical, human services, voluntary support networks, e.g. 12-step programs and peer counselors. (Adapted from SAMHSA)

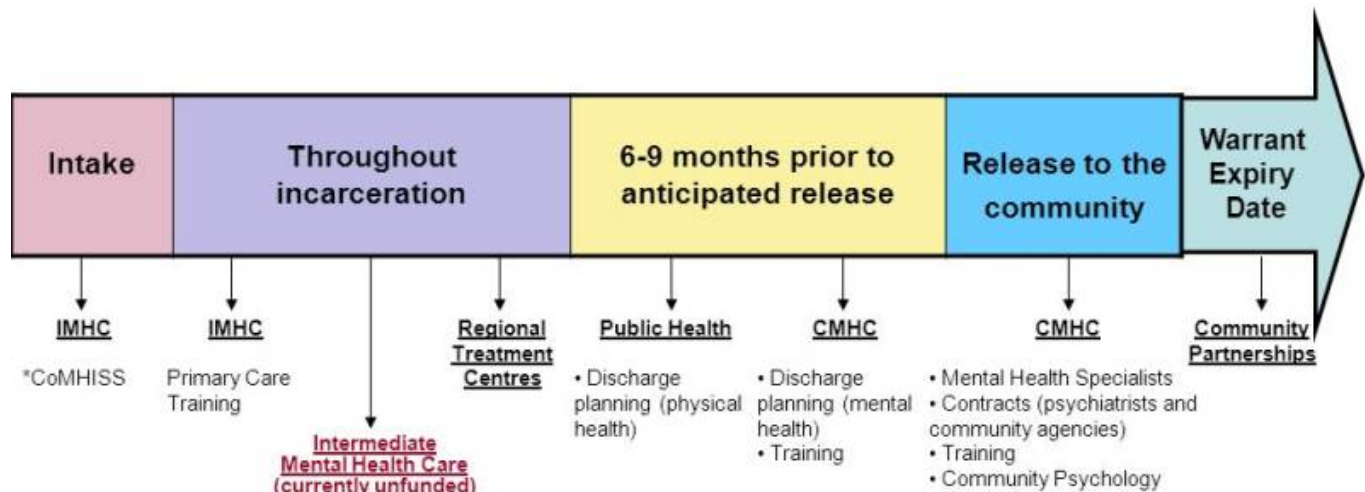
**Primary Care**

Primary care is the provision of integrated, accessible health care services by clinicians who are accountable for addressing a large majority of personal health care needs, developing a sustained partnership with patients, and practicing in the context of family and community. (Institute of Medicine, 1994)

Thanks to Benjamin Miller and Jürgen Unützer for advice on organizing this illustration

# Continuum of Care:

## Mental Health Initiatives, Public Health and Regional Treatment Centres



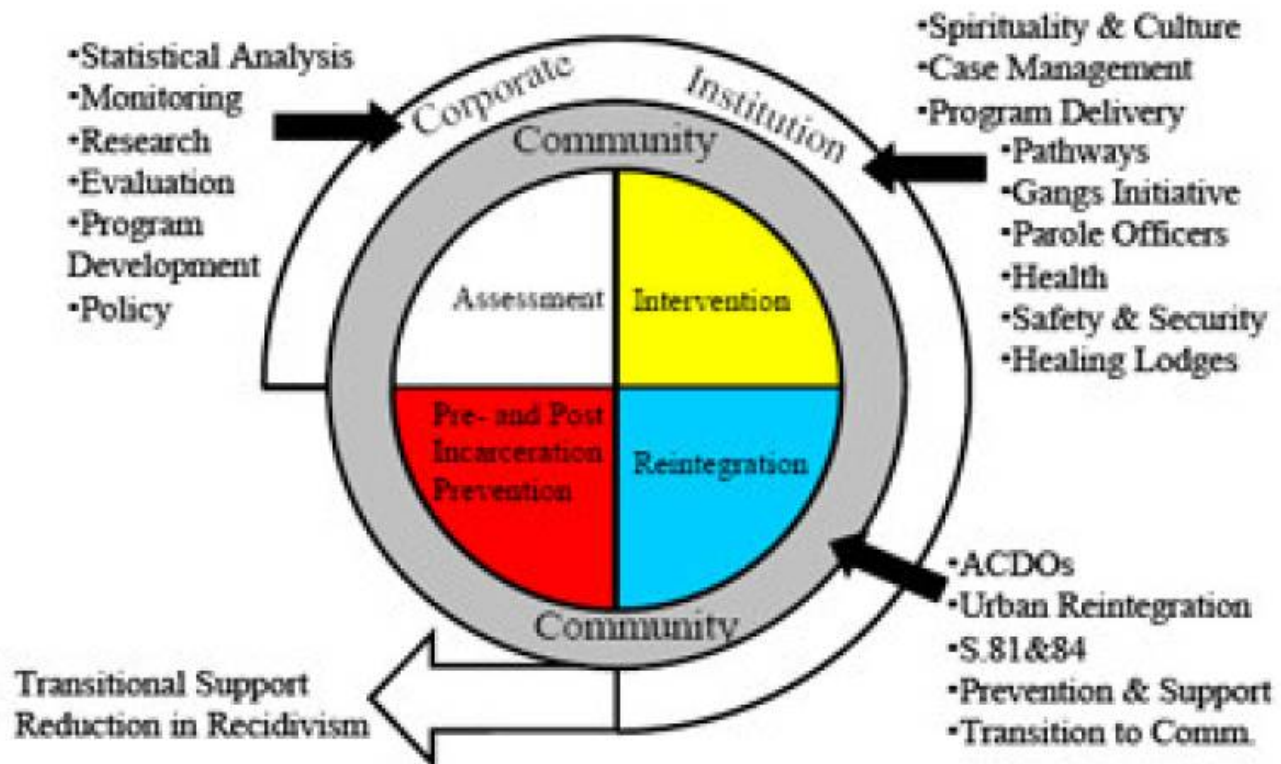
CoMHISS: Computerized Mental Health Intake Screening System 9

IMHC: Institutional Mental Health Care

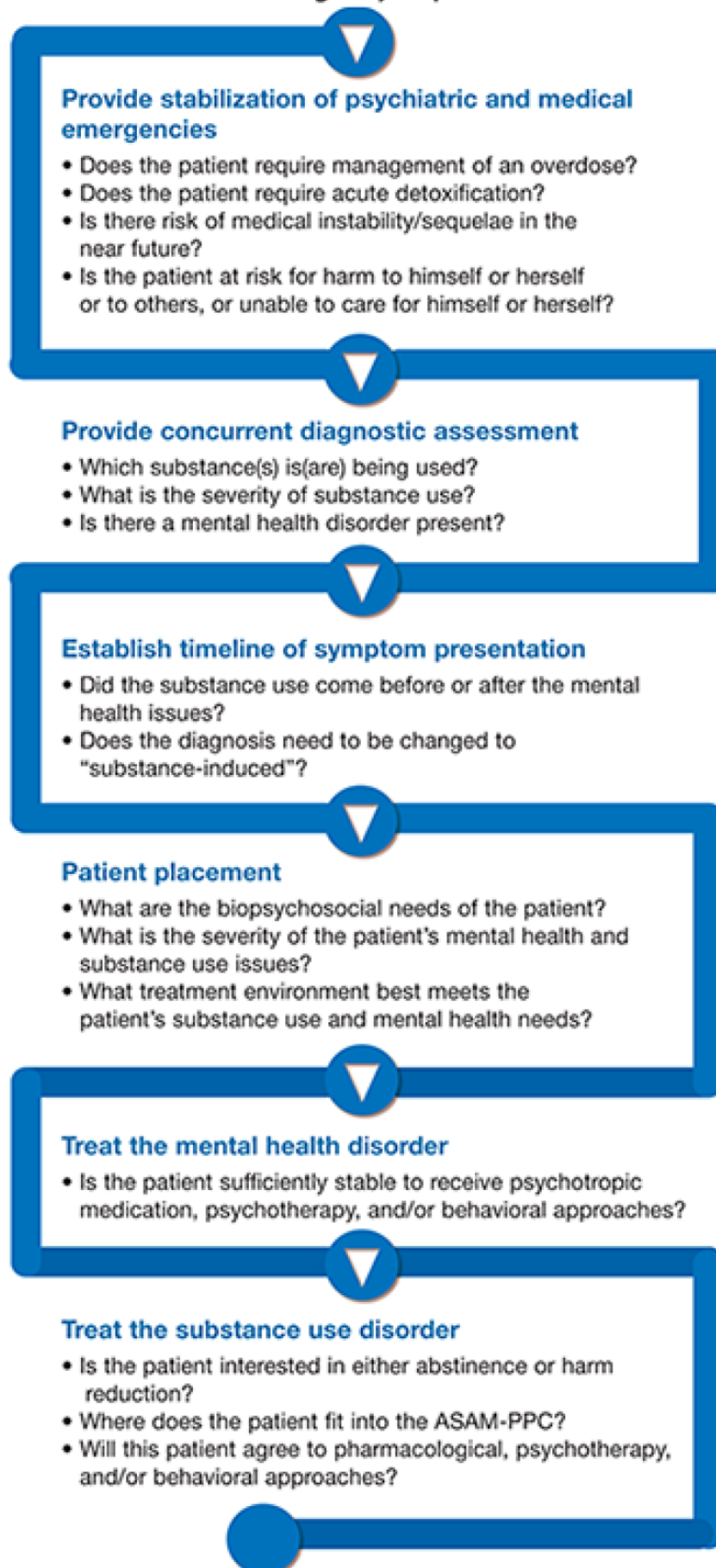
CMHC: Community Mental Health Care



# Corrections Continuum of Care



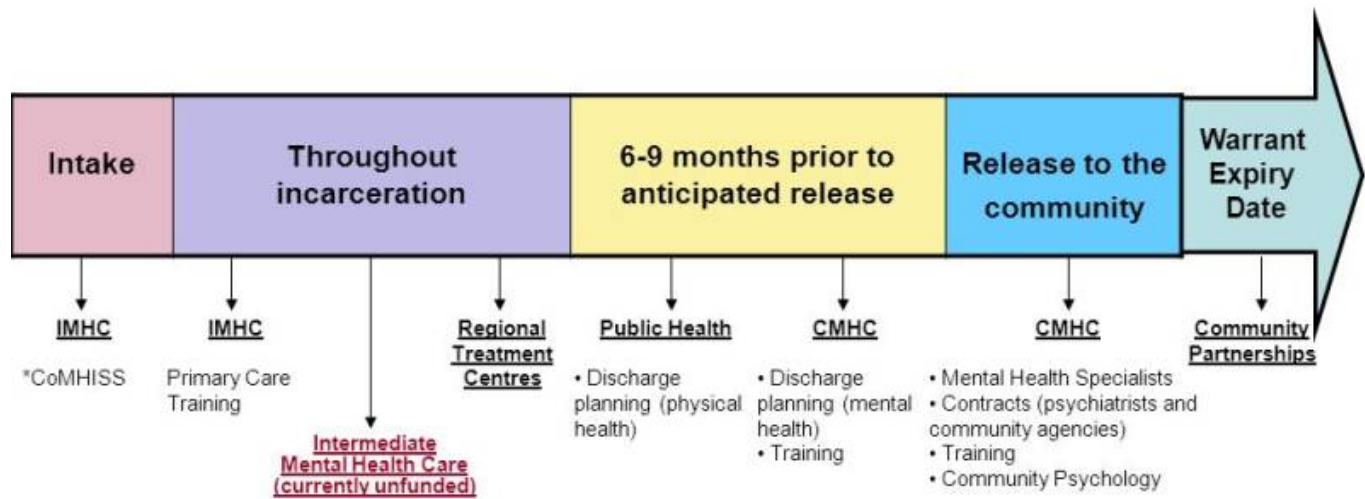
## Figure. Suggested Approach to Diagnosis and Management of SUDs and Co-Occurring Disorders in the Emergency Department



ASAM-PPC, American Society of Addiction Medicine Patient Placement Criteria.

# Continuum of Care:

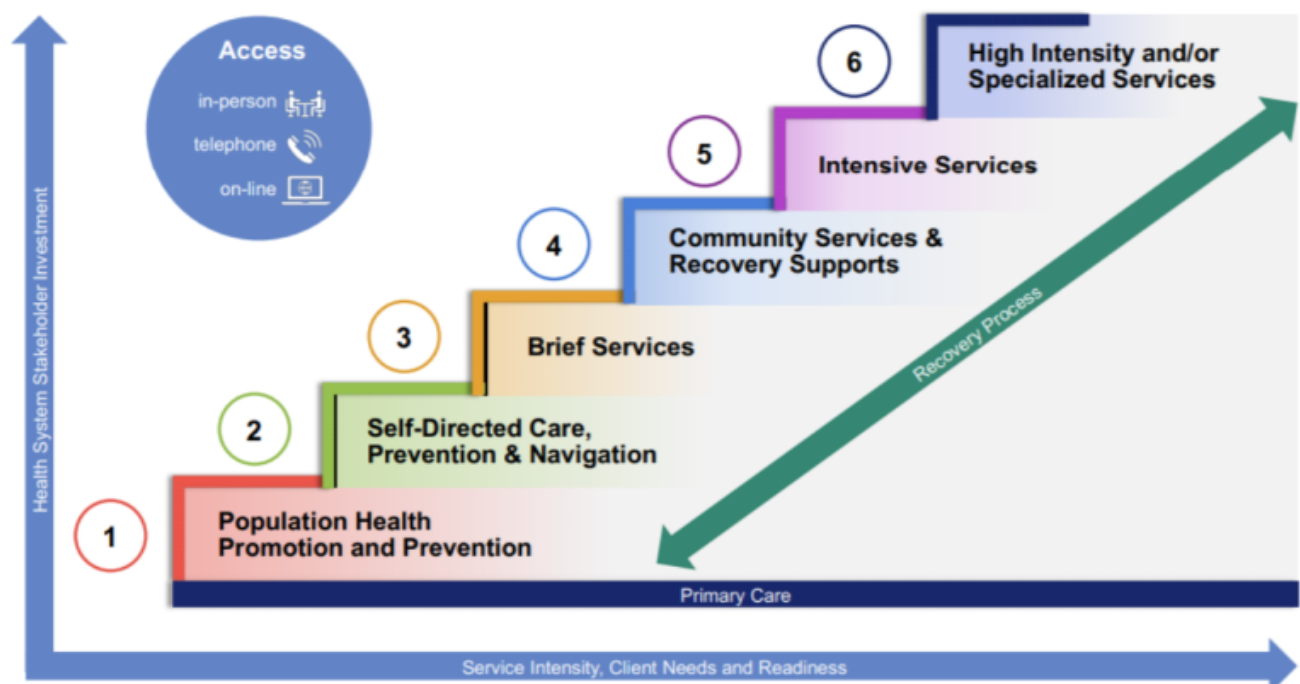
Mental Health Initiatives, Public Health and Regional Treatment Centres

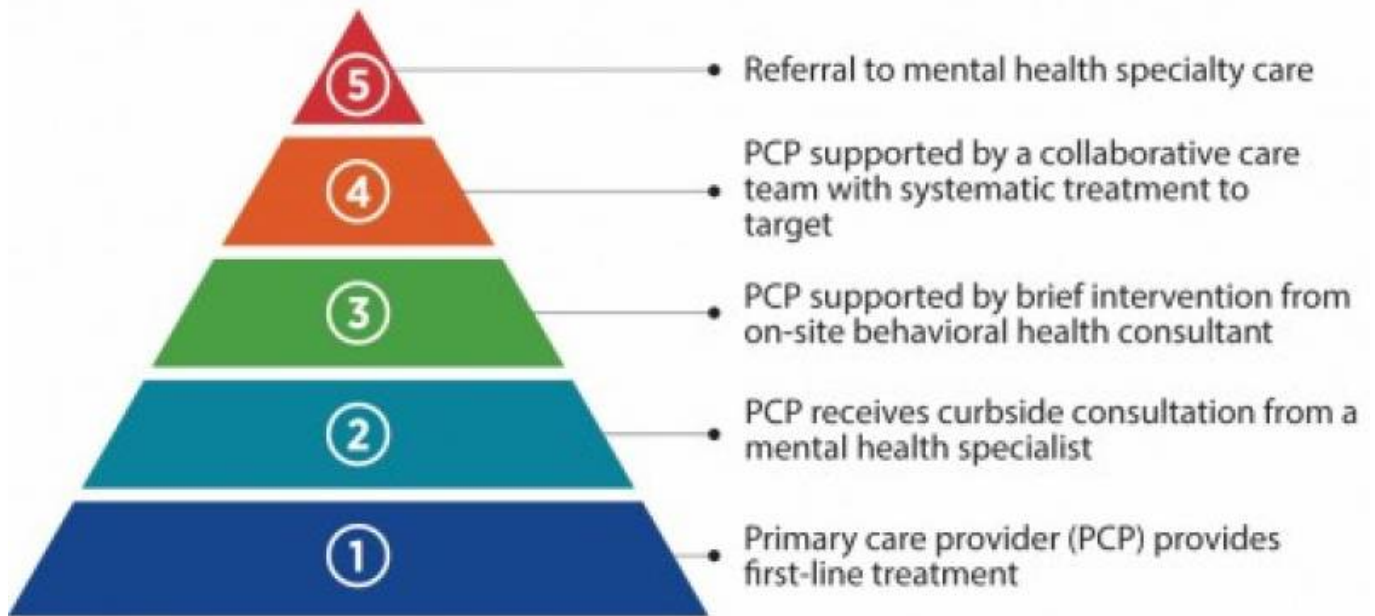


CoMHSS: Computerized Mental Health Intake Screening System 9

IMHC: Institutional Mental Health Care  
CMHC: Community Mental Health Care

## Stepped Care Model





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