LCSW-Perceived Therapeutic Alliance and Job Satisfaction A Correlational Pilot Study

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Seven surveys were sent via postal mail. Eleven participants were either ineligible or did not complete at least 80% of the survey. The valid response rate was 12.9%. Seven surveys were returned because of incorrect addresses. Eleven participants were either ineligible or did not complete at least 80% of the survey.

Demographic Variables
- The average age of participants was 51.39 (SD = 13.04).
- Participants held an average of 21.82 years of work experience (SD = 11.19).
- Most participants were female (88.88%, n = 16). No participants identified as “other.”
- Fifty percent (n = 9) of participants identified as either white or Caucasian. The other 50% were coded as “other.” This was because white was the only self-identified ethnicity reported more than once.
- The most common job title was “clinician” (44.44%, n = 8). There were several other titles reported.
- All participants reported seeing clients individually. Most (61.11%, n = 11) reported also seeing clients in groups.

Statistical Testing: Three rounds of t-tests compared gender, ethnicity, and participation in group work to each of the study variables. None of these tests proved significant.

Two rounds of correlation coefficients compared age and work experience to each of the study variables. None of these tests proved significant.

Study Variables
- Therapeutic alliance overall was quite high (M = 5.76, SD = .66), as was therapeutic alliance agreement on goals (M = 6.31, SD = .362), therapeutic alliance agreement on tasks (M = 5.61, SD = .34), and therapeutic alliance bond (M = 5.37, SD = .90).
- The average level of job satisfaction was slightly higher than the 3.5 midpoint (M = 4.18, SD = .826).

Hypothesis Testing: The hypothesis that therapeutic alliance overall positively correlates with job satisfaction was not accepted, r(16) = .14, p = .57.

Agreement on goals and job satisfaction showed a small but nonsignificant correlation, r(16) = .22, p = .38. Agreement on tasks and job satisfaction showed virtually no correlation, r(16) = .05, p = .83. Bond and job satisfaction showed similar results, r(16) = .16, p = .516.

Therapeutic Alliance Follow-Up Question
Seven participants responded to the WAI-S follow-up question. Participants either discussed their professional understanding of the therapeutic alliance or their clients’ failure to “put in the work.” Participants who wrote about their clients tended to write in more specific terms. Contact the author for select participant quotes and a more detailed description.

References
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For a complete references page, contact the author.

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