


Reaching for Their Dreams: Using Recovery Capital as the Foundation for Recovery Planning

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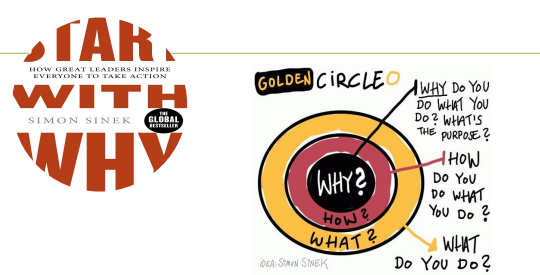
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Learning Objectives for Today

Recognize	Understand	Develop	Incorporate
Recognize the role of Recovery Capital as the foundation for recovery planning to support long term sustained recovery	Understand the importance of identifying and mobilizing strengths	Develop skills needed to assess Recovery Capital and build attainable person-centered goals designed to grow Recovery Capital	Incorporate recovery-oriented and person-centered approaches into goal setting and recovery planning activities.

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START WITH WHY
HOW GREAT LEADERS INSPIRE EVERYONE TO TAKE ACTION
SIMON SINEK
GLOBAL BESTSELLER

GOLDEN CIRCLE

WHY? Do You Do WHAT You Do? THE PURPOSE?

HOW? Do You Do WHAT You Do?

WHAT? Do You Do?

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What's Your Why???

- Name
- Agency
- Role
- Length of time in role
- Your why
- How does your current role fit with your why?
- How does your why drive other activities in your life?

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How We Define Recovery Informs How We Will Approach Recovery Planning

- Is our definition:
 - Broad or narrow?
 - Roomy and all inclusive or contained and rigid?
 - The same for everyone or left up to the individual?
 - Flexible enough to account for differences between standards we set for ourselves and what we expect for those we provide PSS services to?

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Recovery is the process of pursuing a contributing and fulfilling life regardless of the difficulties one has faced. It involves not only the restoration, but also continued enhancement of a positive identity as well as personally meaningful connections and roles in one's community. It is facilitated by relationships and environments that promote hope, empowerment, choices and opportunities that promote people in reaching their full potential as individuals and community members

Philadelphia Department of Behavioral Health/Mental Retardation Services (DBHMRS, 2006)



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A process of change through which individuals improve their health and wellness, live a self-directed life, and strive to reach their full potential

SAMHSA Definition of Recovery, 2012



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If we perceive recovery as a journey of transformation, then it is safe to assume that the goal of this transformation is to enable individuals impacted by addiction to live meaningful lives in their chosen communities while striving to achieve their full potential

And you as a Peer Support Specialist are an ambassador of transformation



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Skills to Apply in Person Centered Assessment & Planning

- Listening
- Open-ended questions
- Affirmations
- Reflection
- Summary



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Listening is one of the most important skills you can have. How well you listen has a major impact on your effectiveness, and on the quality of your relationships with others.

We listen to:

- Make a connection with others
- Obtain information
- Understand
- Learn



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ACTIVE LISTENING IS NOT PROBLEM SOLVING

- In peer support it's natural to feel compelled to solve someone's problems. It can feel necessary, but may interfere with your ability to connect if it occupies all of the space
- Continuous problem solving creates a massive power differential, where one person appears to have "the answers"
- When problem solving is the central feature, a relationship takes on an automatic or default quality that contradicts the principles of active listening



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OARS: OPEN QUESTIONS

Open Questions

Invite people to say as much or as little as they want about a topic. Open Questions help to engage with the person, increase understanding, strengthen collaboration, find a focus, draw out motivation, and develop a plan for change



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Listening & OE Questions Activity

- Pick a partner
- One person is the listener and the other is the talker
- For 3 minutes the talker is to share a challenge they are experiencing with the listener
- The listener is to actively listen and ask open ended questions **ONLY** – no advice giving!!!!
- After 3 minutes we will switch roles



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OARS: AFFIRMATIONS

Affirmations

Statements that shine a light on what is good about a person. They focus on a person's strengths rather than their weaknesses. Affirmations must be real and come from the heart. Statements should avoid starting with "I" and instead center the comment on "you."



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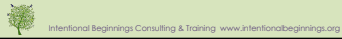
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OARS: REFLECTIVE LISTENING

Reflective Listening

The skill of "bending back" to people what we hear them saying in an effort to understand "where they are coming from" and seeing the world from their eyes. This kind of listening means giving a person your full attention.

No matter which skill or method is used, remember to emphasize personal choice and control. In this training, we will focus on practicing Reflective Listening skills.



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OARS: SUMMARIES

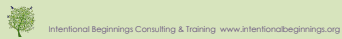
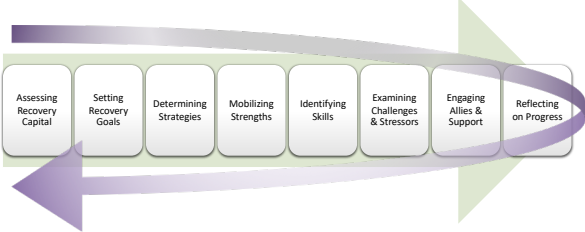
Summaries

A statement that draws together two or more things that someone has said previously. Simply, it is a paragraph of selected reflective statements. They are often used to emphasize things that support a person's change goal.

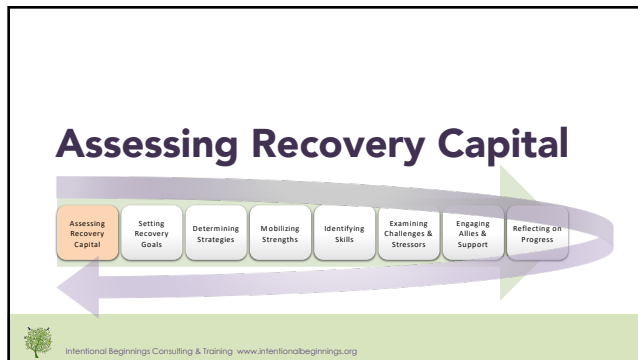


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Recovery Planning Process



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RECOVERY CAPITAL

- Internal and external assets that can be tapped into to initiate and sustain recovery
- Changes over time
- Interacts with problem severity to inform the intensity and duration of post-treatment recovery support services
- Turn to handouts section and let's take a look

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SOCIAL	PHYSICAL	HUMAN
<p>Support, guidance and sense of belonging that comes from relating to others.</p> <p>Connections from relationships often found in memberships in family, groups and community.</p>	<p>More palpable resources such as; income, vehicles, housing, food, and clothes as well as health</p> <p>These can be found in sober living, employment centers, temporary assistance, and access to reliable transportation.</p>	<p>Values, knowledge, educational/vocational skills and credentials, problem solving capacities, self-efficacy purpose</p> <p>These are the internal resources that provide a sense of purpose and hope</p>
COMMUNITY		

W. White-2008

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Community Recovery Capital

Community attitudes/policies/resources related to addiction and recovery that promote the resolution of alcohol and other drug problems

- Community Recovery Capital includes:
 - active efforts to reduce addiction/recovery-related stigma
 - visible and diverse local recovery role models
 - a full continuum of addiction treatment resources
 - recovery mutual aid resources that are accessible and diverse
 - local recovery community support institutions (recovery centers, treatment alumni associations, recovery homes, recovery schools, recovery industries, recovery ministries/churches)
 - sources of sustained recovery support and early re-intervention (e.g., recovery checkups through treatment programs, employee assistance programs, professional assistance programs, drug courts, or recovery community organizations)

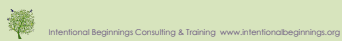
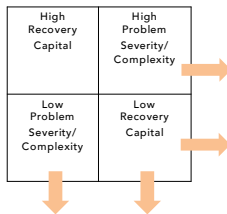


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RECOVERY CAPITAL SCALE

- High recovery capital + high problem severity
- Low problem severity + high recovery capital
- Low problem severity + low recovery capital
- High problem severity + low recovery capital

Clients with high problem severity but very high recovery capital may require fewer resources to initiate and sustain recovery than an individual with moderate problem severity but very low recovery capital.



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Identifying Recovery Capital - Activity

- Using the Recovery Capital Interview Tool check off recovery capital identified by Bobbie in the video
- Working as a table group compare findings



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Making Assessment Conversational – Gallery Walk

- Count off 1- 8
- Each person will start at a flip chart based on their number (one specific area of recovery capital)
- Each group picks a scribe
- Work together re-frame the statements on the Recovery Capital Interview Tool into open ended questions
- Write your open ended questions on the flip-chart paper
- When the timer goes off everyone moves clockwise to the next flip chart paper – scribe takes the marker with them



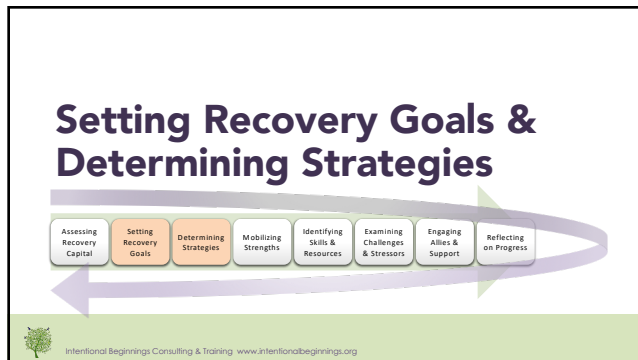
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Using The Recovery Capital Assessment - Activity

- Break into pairs – determine who will be the client and who will be the PSS
- “Clients” are encouraged to use your own status at the beginning of your recovery
- PSS learn all you can about the client’s RC status – begin completing RCA Interview Tool
- PSS you are not to give advice, problem solve or begin setting goals – you are focused solely on learning and understanding
- You will have 3 minutes
- We will then switch roles



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Discussion:

How do clients benefit from setting goals?

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Strategies: Methods Or Action Steps Used To Achieve Identified Goals

- Should be "bite-sized"
- Concrete
- Time-limited
- Developed in partnership with client
- Written on Recovery Plan
- Designed for successful completion

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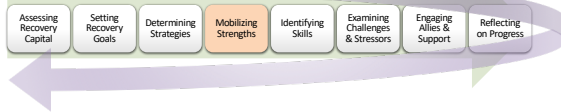
In Pairs:

- With support from the PSS, clients determine which item from the RCA will become the goal to move forward with
- It is up to the client to determine what they want to focus on
- Once the goal is determined PSS will support clients to develop the strategies or small steps needed
- You will have 5 minutes
- Switch roles



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Mobilizing Strengths



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MOBILIZING STRENGTHS

By the time folks end up at our door they've usually been pretty beat down and their deficits loom large. People often have strengths they don't recognize as strengths. Let's do an activity using the strengths handout in your participant manual and see for ourselves.



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FINDING OUR STRENGTHS: ACTIVITY

- 1) Jot down as many strengths of your own as you can think of – **you have 1 minute**
- 2) Next, using the Strengths Handout take the next 30 seconds to check off which of these strengths you possess

- How many strengths did you identify in Step 1 vs. how many in Step 2?
- How many of you saw qualities on the Worksheet that you didn't recognize as strengths?

- 3) Now, let's use the strengths the client just identified and see which ones can be mobilized to achieve the strategies/steps towards the identified goal

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**Identifying Skills
Examining Challenges & Stressors
Engaging Allies & Support**

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Identifying Skills

- Specific talents and abilities that the client has
- Develop over time through practice, training, and experience
- May be specific: operating machinery, designing a logo, or using a computer, playing music
- May also be broader: problem solving, inspirational speaking, or coaching

The Family Partnership Process: Engaging and Goal-Setting with Families, The National Center for Parent, Family, and Community Engagement, Office of Head Start

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Examining Challenges & Stressors

- Events, people, and other circumstances that make people feel worried or anxious
- When Recovery Capital is low the stressors of daily living can make it difficult to set aside time for planning or leave clients feeling overwhelmed
- In early recovery small challenges can easily feel insurmountable
- When clients are faced with many stressors, PSS can help break goals down into short term steps, work to address immediate needs that help promote stability and create opportunities for small wins

Adapted from: The Family Partnership Process: Engaging and Goal Setting with Families, The National Center for Parent, Family, and Community Engagement, Office of Head Start



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Engaging Allies & Support

- We all benefit from support to do our best work and make progress towards our goals
- Support is critical to achieving goals, but for some, asking for help can be a goal in and of itself
- Clients may receive support from friends and family, faith-based organizations, other community providers and individuals in the recovery community

Adapted from: The Family Partnership Process: Engaging and Goal Setting with Families, The National Center for Parent, Family, and Community Engagement, Office of Head Start



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Reflecting on Progress



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Reflecting on Progress

- Success: Achieving something desired
- Occurs each time you connect with a client
- Checking in to see if goals & the steps are still working for clients as opposed to checking up on achievement
- The greatest value is in the process, experiencing small wins and engagement in decisions around the direction one's life is going
- Celebrate each and every win – small and large



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How you as the PSS facilitate and support others
in the Recovery Planning process will have a direct
Impact upon building another's sense
of competence and confidence



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