

# Recovery Self-Assessment: Items and Factor Loadings

| Original<br>RSA<br>Item # | Item                                                                                                                                                                                            | Factor   | Loading | RSA-R<br>item# | RSA-R<br>PIR brief<br>version<br>item# |
|---------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|---------|----------------|----------------------------------------|
|                           | <b>Factor 1: Life Goals</b>                                                                                                                                                                     | <b>1</b> |         |                |                                        |
| 25                        | Staff actively assist people in recovery with the development of career and life goals that go beyond symptom management and stabilization.                                                     | 1        | .73     | 16             | 7                                      |
| 29                        | Staff routinely assist individuals in the pursuit of educational and/or employment goals.                                                                                                       | 1        | .66     | 17             | 12                                     |
| 33                        | The role of agency staff is to assist a person with fulfilling their individually-defined goals and aspirations.                                                                                | 1        | .61     | 28             | 17                                     |
| 26                        | Agency staff are diverse in terms of culture, ethnicity, lifestyle, and interests.                                                                                                              | 1        | .59     | 32             |                                        |
| 24                        | Procedures are in place to facilitate referrals to other programs and services if the agency cannot meet a person's needs.                                                                      | 1        | .58     | --             |                                        |
| 23                        | Staff play a primary role in helping people in recovery become involved in non-mental health/addiction related activities, such as church groups, special interest groups, and adult education. | 1        | .53     | 18             |                                        |
| 22                        | Staff use a language of recovery (i.e. hope, high expectations, respect) in everyday conversations.                                                                                             | 1        | .45     | 3              |                                        |
| 36                        | Agency staff believe that people can recover and make their own treatment and life choices.                                                                                                     | 1        | .43     | 7,8,9          |                                        |
| 20                        | The achievement of goals by people in recovery and staff are formally acknowledged and celebrated by the agency.                                                                                | 1        | .41     | --             |                                        |
| 14                        | Staff and agency participants are encouraged to take risks and try new things.                                                                                                                  | 1        | .38     | 12             |                                        |
| 16                        | Staff are knowledgeable about special interest groups and activities in the community.                                                                                                          | 1        | .36     | 31             |                                        |
|                           | <b>Factor 2: Involvement</b>                                                                                                                                                                    | <b>2</b> |         |                |                                        |
| 30                        | People in recovery work along side agency staff on the development and provision of new programs and services.                                                                                  | 2        | .75     | 23             | 16                                     |
| 27                        | People in recovery are regular members of agency advisory boards and management meetings.                                                                                                       | 2        | .74     | 25             | 11                                     |
| 15                        | Persons in recovery are involved with facilitating staff trainings and education programs                                                                                                       | 2        | .71     | 29             | 6                                      |
| 12                        | This agency provides structured educational activities to the community about mental illness and addictions.                                                                                    | 2        | .61     | 34-Admin       |                                        |
| 21                        | People in recovery are routinely involved in the evaluation of the agency's programs, services, and service providers.                                                                          | 2        | .58     | 24             |                                        |
| 31                        | Agency staff actively help people become involved with activities that give back to their communities (i.e., volunteering, community services, neighborhood watch/cleanup).                     | 2        | .55     | 22             |                                        |
| 32                        | This agency provides formal opportunities for people in recovery, family members service providers, and administrators to learn about recovery.                                                 | 2        | .51     | 33-Admin       |                                        |
| 35                        | The development of a person's leisure interests and hobbies is a primary focus of services.                                                                                                     | 2        | .38     | --             |                                        |

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| <b>Factor 3: Diversity of Treatment Options</b> |                                                                                                                                                                                                                          | <b>3</b> |         |                |                                        |
| 18                                              | This agency actively attempts to link people in recovery with other persons in recovery who can serve as role models or mentors by making referrals to self-help, peer support, or consumer advocacy groups or programs. | 3        | .54     | 20,21          | 5, 10                                  |
| 34                                              | Criteria for exiting or completing the agency are clearly defined and discussed with participants upon entry to the agency.                                                                                              | 3        | .53     | 26             | 15                                     |
| 8                                               | People in recovery are given the opportunity to discuss their sexual and spiritual needs and interests.                                                                                                                  | 3        | .52     | 14, 15         |                                        |
| 19                                              | This agency provides a variety of treatment options (i.e., individual, group, peer support, holistic healing, alternative treatments, medical) from which agency participants may choose.                                | 3        | .51     | 35-Admin       |                                        |
| 17                                              | Groups, meetings, and other activities can be scheduled in the evenings or on weekends                                                                                                                                   | 3        | .50     | 36-Admin       |                                        |
| 28                                              | At this agency, participants who are doing well get as much attention as those who are having difficulties.                                                                                                              | 3        | .43     | --             |                                        |
| <b>Factor 4: Choice</b>                         |                                                                                                                                                                                                                          | <b>4</b> |         |                |                                        |
| 3                                               | People in recovery have access to all their treatment records.                                                                                                                                                           | 4        | .62     | 5              | 4                                      |
| 13                                              | Agency staff do not use threats, bribes, or other forms of coercion to influence a person's behavior or choices.                                                                                                         | 4        | .59     | 6              | 14                                     |
| 10                                              | Staff at this agency listen to and follow the choices and preferences of participants.                                                                                                                                   | 4        | .56     | 10             | 9                                      |
| 6                                               | People in recovery can choose and change, if desired, the therapist, psychiatrist, or other service provider with whom they work.                                                                                        | 4        | .54     | 4              |                                        |
| 11                                              | Progress made towards goals (as defined by the person in recovery) is monitored on a regular basis.                                                                                                                      | 4        | .49     | 27             |                                        |
| 7                                               | Most services are provided in a person's natural environment (i.e., home, community, workplace).                                                                                                                         | 4        | .47     | --             |                                        |
| <b>Factor 5: Individually-Tailored Services</b> |                                                                                                                                                                                                                          | <b>5</b> |         |                |                                        |
| 2                                               | This agency offers specific services and programs for individuals with different cultures, life experiences, interests, and needs.                                                                                       | 5        | .65     | 13             | 8                                      |
| 9                                               | All staff at this agency regularly attend trainings on cultural competency.                                                                                                                                              | 5        | .58     | 30             | 13                                     |
| 1                                               | Helping people build connections with their neighborhoods and communities is one of the primary activities in which staff at this agency are involved.                                                                   | 5        | .55     | 11             | 3                                      |
| 4                                               | This agency provides education to community employers about employing people with mental illness and/or addictions.                                                                                                      | 5        | .53     | --             |                                        |
| 5                                               | Every effort is made to involve significant others (spouses, friends, family members) and other natural supports (i.e., clergy, neighbors, landlords) in the planning of a person's services, if so desired.             | 5        | .43     | 19             |                                        |

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|                           | <b>Family Only Factor (RSA-R)</b>                                                                                | <b>RSA-R-<br/>Fam</b>   |         |                |                                        |
|                           | RSA-R 33. Staff makes efforts to welcome me and make me feel comfortable in this program.                        | RSA-R<br>fam            |         | 33-fam         |                                        |
|                           | RSA-R 34. Staff encourage me to have hope and high expectations for my loved one's recovery.                     | RSA-R<br>fam            |         | 34-fam         |                                        |
|                           | RSA-R 35. Staff listen to me and respect my opinion about my loved one's treatment and care.                     | RSA-R<br>fam            |         | 35-fam         |                                        |
|                           | RSA-R 36. Staff include me in my loved one's recovery/ treatment planning.                                       | RSA-R<br>fam            |         | 36-fam         |                                        |
|                           | RSA-R 37. I am encouraged to help staff with the development of new groups, programs, or services.               | RSA-R<br>fam            |         | 37-fam         |                                        |
|                           | RSA-R 38. I am encouraged to be involved in the evaluation of this program's services and service providers.     | RSA-R<br>fam            |         | 38-fam         |                                        |
|                           | RSA-R 39. I am encouraged to attend agency advisory boards and management meetings, if I want.                   | RSA-R<br>fam            |         | 39-fam         |                                        |
|                           | RSA-R 40. I am/ can be involved in facilitating staff trainings and education programs at this agency.           | RSA-R<br>fam            |         | 40-fam         |                                        |
|                           | <b>RSA-R New Items: Inviting Factor</b>                                                                          | <b>RSA-R<br/>Invite</b> |         |                |                                        |
|                           | RSA-R 1. Staff welcomes me and help me feel comfortable in this program.                                         | RSA-R<br>Invite         |         | 1              | 1                                      |
|                           | RSA-R 2. The physical space of this program (e.g., the lobby, waiting rooms, etc.) feels inviting and dignified. | RSA-R<br>Invite         |         | 2              | 2                                      |