

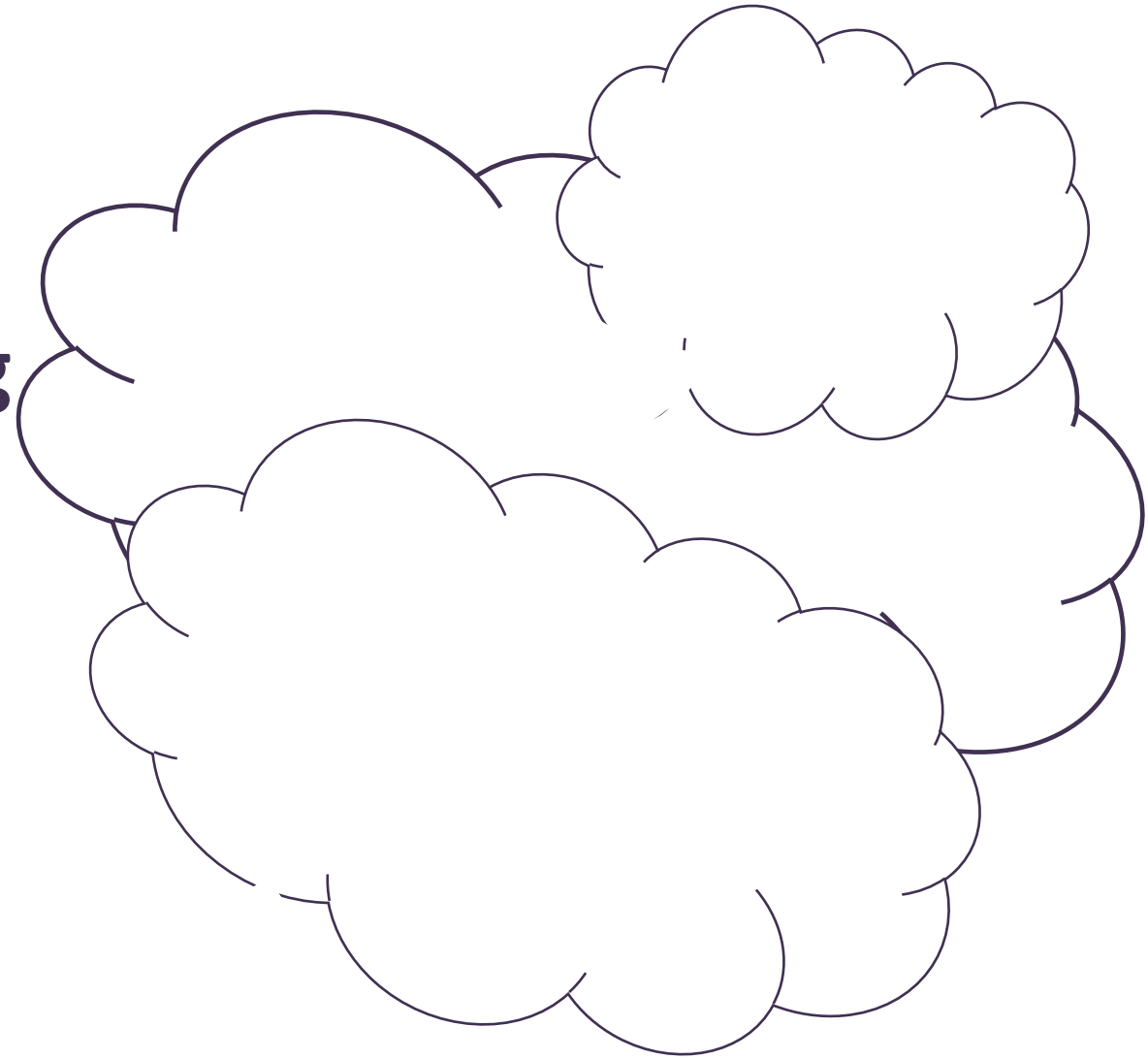
Reaching for Their Dreams Using Recovery Capital as the Foundation for Recovery Planning

**Executive Summary
February 17, 2021**

Convener & Sponsor



Facilitator: Lonnetta Albright
President, Forward Movement Inc.
Executive Director, John Maxwell Team

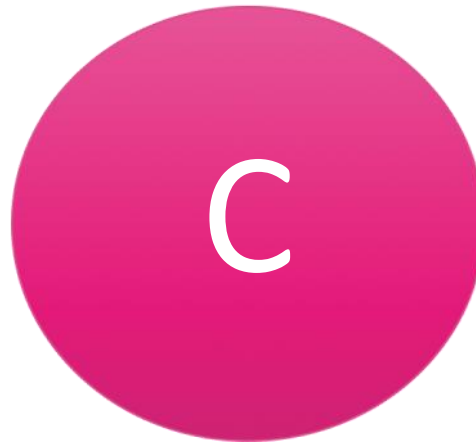


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Sometimes we overestimate the event,
and underestimate the Process!



POLL

Do you currently
employ Peers? Y N

How many Peers
do you employ?
0, 1, 2-4, 5 or more

What's one benefit
you've experienced
by having Peers on
your team?



Recovery Exists on a Continuum of Improved Health and Functioning

- The mental health field has long affirmed the concept of partial recovery but, until recently, has lacked a vision of full recovery from severe mental illness.
- In contrast, the addiction treatment field has had an unequivocal goal of full recovery but has lacked an operational concept of partial recovery.
- It may be time for both fields to recognize the existence of what might be called transcendent recovery.

White, Boyle & Loveland - 2004



Growing Florida's Peer Workforce

A Capacity-building Program

Overarching goal: To increase the capacity in FL to be able to develop and deliver a uniform Recovery Planning workshop, using the Recovery Capital Scale Assessment for Peers.

Outcomes:

- a. Increase knowledge, skills and attitudes of peers and their utilization of Recovery Planning and the Recovery Capital Scale as part of their Scope of Practice
- b. Increase capacity of the FL ROQIS (Recovery-oriented QI Specialists) to provide continual training and TA across the State of Florida
- c. Integration and adoption of best practices for Peers in the provision of Recovery Support Services
- d. Use Recovery Planning to assist people with behavioral health conditions to achieve and sustain their wellness and build meaningful lives for themselves in their communities



Growing Florida's Peer Workforce, continued

Components of the Program

- 1. 1-day Recovery Planning Workshop:** For Peers who provide SUD and/or MH Recovery Support Services to individuals in recovery, their families, and communities
- 2. Four (4) Learning Collaborative Sessions-For workshop participants:** Continued coaching, practice and technical assistance
- 3. Training of Trainers:**** Increase number of trainers who will build their capacity and skills to deliver a uniform 1-day training and facilitate 4 Learning Collaboratives across FL
- 4. 2-hour Executive Summary:** Designed to update leaders on what Peers will be learning so that their work will be supported, encouraged, and integrated appropriately into the continuum of care

****Trainers are required to go through the 1-day workshop and all Learning Collaboratives**



Lived Experience - Video

As you watch the video think about one word that comes to mind for you & how that word fits with your understanding of the role of the Peer



Support: What Does it Look Like?

Emotion - A peer brings their unique lived experience to the table by providing mutual emotional supports to individuals

Affiliation - support provided by a peer helps facilitate learning of social and recreational skills, build community, and give a person a sense of belonging

Information - Peers provide informational support; sharing knowledge, information, and at times providing instruction on various topics

Instrument - Peers may also offer instrumental support by giving concrete assistance to help accomplish tasks such as transportation and access to community or social services



The Functions of a Peer: A Professional, Non-clinical Member of the Workforce

- Assertive outreach
 - Community education
 - Advocacy
 - Empowerment & leadership development
 - *Recovery Capital assessment*
 - *Recovery & wellness planning*
- *Assertive linkages to community resources*
 - Recovery focused skills training
 - *Companionship & modeling*
 - *On-going recovery management*
 - *Health system navigation*
 - Crisis support

All the functions highlighted in green can be integrated within a high-quality Recovery Planning Process



ACTIVITY – BREAK OUT SESSIONS

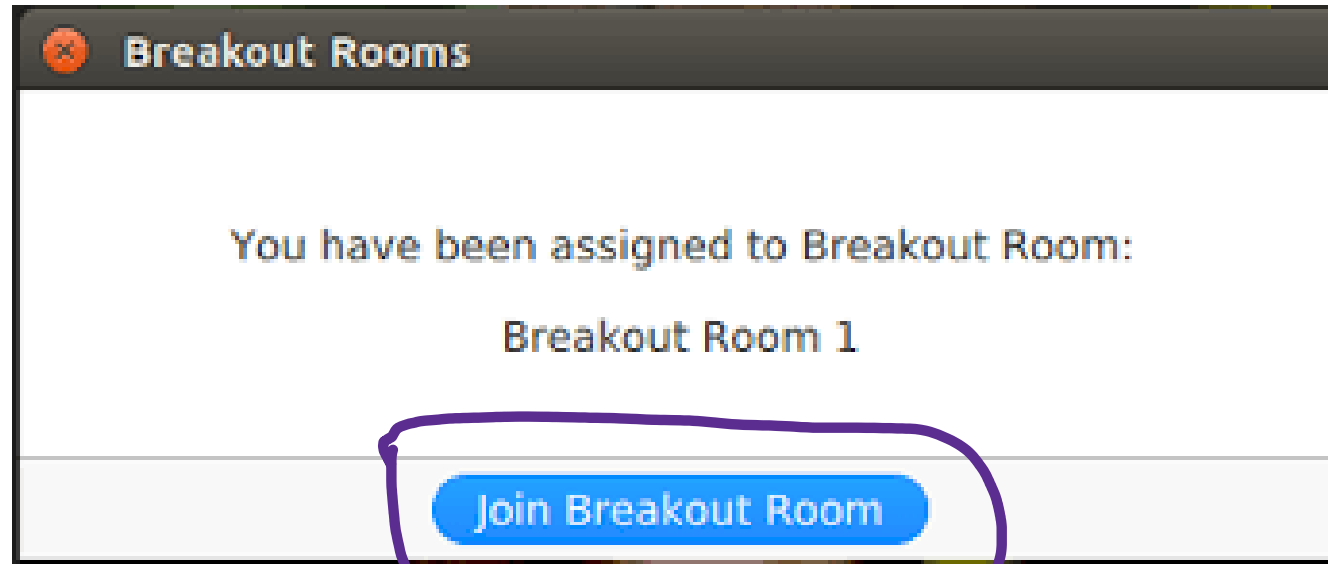


Take a couple of minutes to review the **Functions of a Peer** handout

1. Which functions do you see where we are particularly strong as a state?
2. Where do we need to grow?
3. What are the training & supervision implications that need some focus in order to continue to grow our Peer workforce?

- **Once in assigned room you will have 15 minutes**
- **Immediately select a Reporter**
- **Reporter will have 2 minutes to report back in the Main room**






You will click here to join your breakout room



Breakout Rooms: Report Out

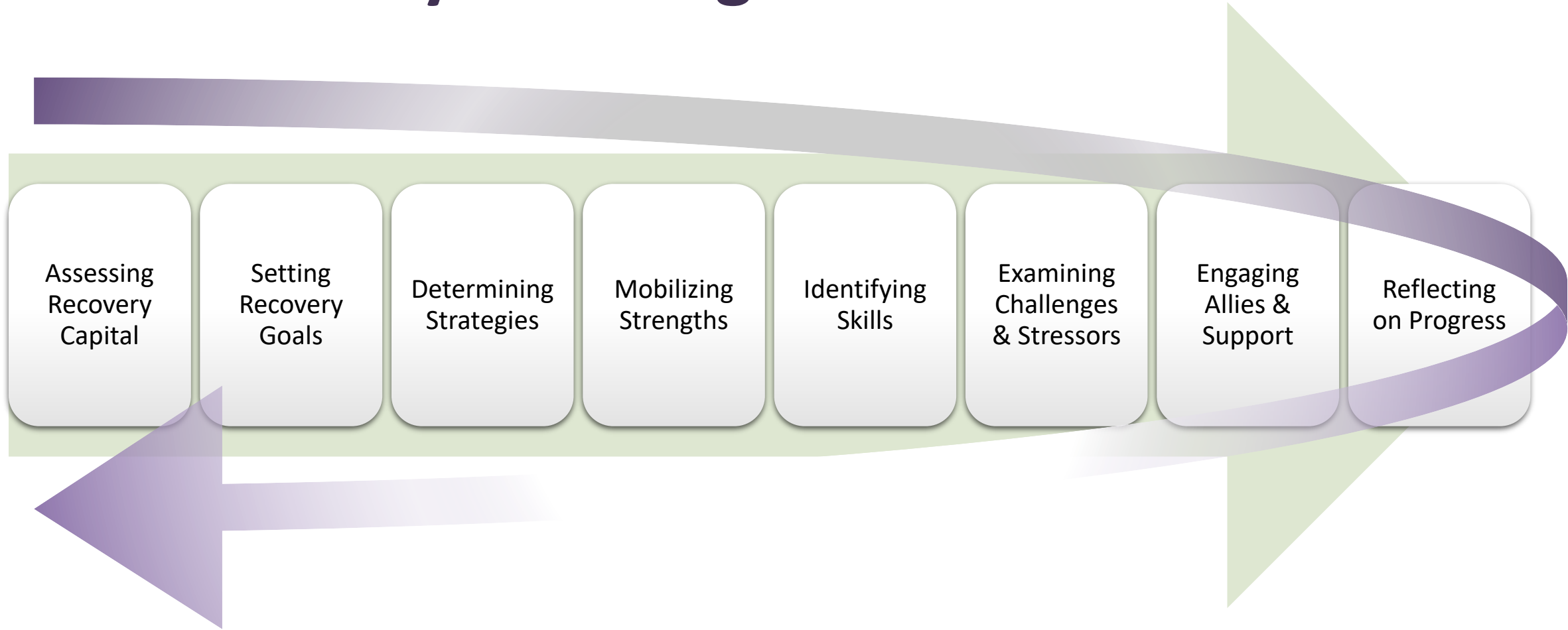


A landscape photograph showing a sunset or sunrise. The sun is a bright, glowing orb in the upper left quadrant of the sky, casting a soft light. The sky is a mix of light blue and white, with wispy clouds. In the foreground, there are dark silhouettes of trees and a field. In the distance, there are rolling hills and a small, bright light source, possibly a fire or a distant town, visible on the horizon.

The potential for recovery and the quality of recovery are determined by the synergy between recovery debits (personal and environmental factors that inhibit and limit recovery) and recovery capital (internal and external resources that serve to initiate, sustain and expand recovery)

~Granfield & Cloud, 1999

The Recovery Planning Process



The Training:

- Focuses on the process of Recovery Planning as outlined on the previous slide
- Includes attention to foundational Motivational Interviewing skills to support the process
- Provides tools to support the Recovery Planning process
- Is grounded in evidence-based practices such as MI and best-practices to support a person-centered approach to goal-setting/recovery planning

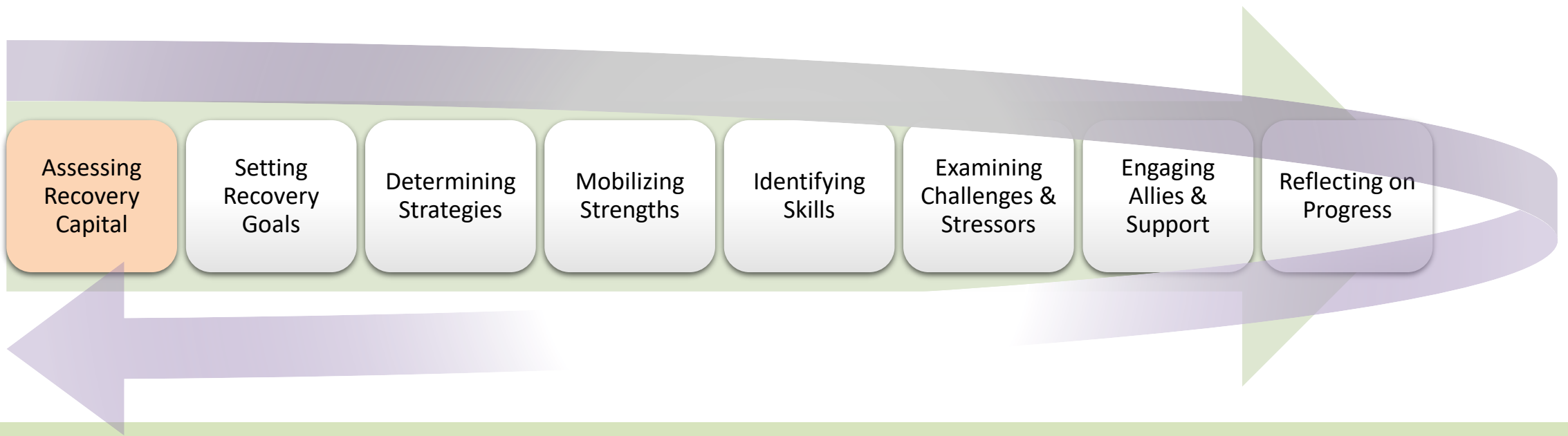


The Training Day - Recap

- Exploring your “Why” icebreaker/set the tone for the day
- Clarifying perception of “Recovery” and how it informs the way we approach Recovery Planning
- Building Connection (from John Maxwell)
- Building basic Motivational Interviewing skills
- Review of the Recovery Planning process
- Building skills around key elements of the Recovery Planning Process
 - Recovery Capital Assessment
 - Determining recovery goals in a person-centered manner
 - Determining strategies to meet goals
 - Identifying and mobilizing strengths



Recovery Planning Begins with an Exploration of Recovery Capital



“Recovery capital constitutes the potential antidote for the problems that have long plagued recovery efforts.”

-William White

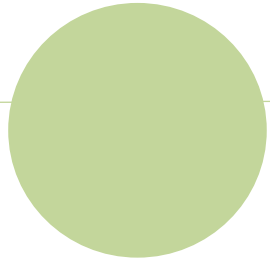


RECOVERY CAPITAL COMPONENTS



1. Social
2. Physical
3. Human
4. Community





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
- As a person gains more recovery capital, they move closer to long term sustained recovery



Social Recovery Capital

✓	Recovery Capital	Notes	Potential Area for Growth
	I have an intimate partner supportive of my recovery process		
	I have family members who are supportive of my recovery process		
	I have friends who are supportive of my recovery process		
	I have people close to me (intimate partner, family members, or friends) who are also in recovery		
	I have established close affiliation with a local recovery support group		
	I have a sponsor (or equivalent) who serves as a special mentor related to my recovery		
	There are other people who rely on me to support their own recoveries		



Physical Recovery Capital

✓	Recovery Capital	Notes	Potential Area for Growth
	I have the financial resources to provide for myself and my family		
	I have personal transportation or access to public transportation		
	I live in a home and neighborhood that is safe and secure		
	I live in an environment free from alcohol and other drugs		
	I have a primary care physician who attends to my health problems		
	I am now in reasonably good health		
	I have an active plan to manage any lingering or potential health problems		
	I am on prescribed medication that minimizes my cravings for alcohol and other drugs		
	I have insurance (or Medicaid) that will allow me to receive help for major health problems		
	I have access to regular, nutritious meals		
	I have clothes that are comfortable, clean and conducive to my recovery activities		
	I have completed or am complying with all legal requirements related to my past		



Human Recovery Capital

✓	Recovery Capital	Notes	Potential Area for Growth
	I have a stable job that I enjoy and that provides for my basic necessities		
	I have an education or work environment that is conducive to my long-term recovery		
	I have recovery rituals that are now part of my daily life		
	My immediate physical environment contains literature, tokens, posters or other symbols of my commitment to recovery		
	I had a profound experience that marked the beginning or deepening of my commitment to recovery		
	I now have goals and great hopes for my future		
	I have problem solving skills and resources that I lacked during my years of active addiction		
	I feel like I have meaningful, positive participation in my family and community		
	Today I have a clear sense of who I am		
	I know that my life has a purpose		
	Service to others is now an important part of my life		
	My personal values and sense of right and wrong have become clearer and stronger in recent years		



Community Recovery Capital

✓	Recovery Capital	Notes	Potential Area for Growth
	I continue to participate in a continuing care program of an addiction treatment program, e.g., groups, alumni association meetings, etc.)		
	I have a professional assistance program that is monitoring and supporting my recovery process		
	I have access to recovery support groups in my local community		
	I have access to Online recovery support groups		



SOCIAL

Support, guidance and sense of belonging that comes from relating to others.

Connections from relationships often found in memberships in family, groups and community.

PHYSICAL

More palpable resources such as; income, vehicles, housing, food, and clothes as well as health

These can be found in sober living, employment centers, temporary assistance, and access to reliable transportation.

HUMAN

Values, knowledge, educational/vocational skills and credentials, problem solving capacities, self-efficacy purpose

These are the internal resources that provide a sense of purpose and hope

COMMUNITY

W. White-2008



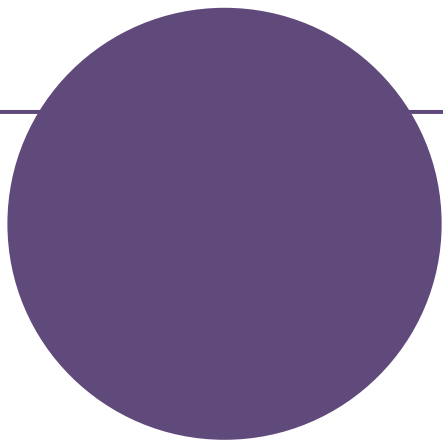
Community Recovery Capital

Community attitudes/policies/resources that promote recovery

Community Recovery Capital includes:

- active efforts to reduce stigma
- visible and diverse local recovery role models
- a full continuum of 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 and mental health courts, or recovery community organizations)



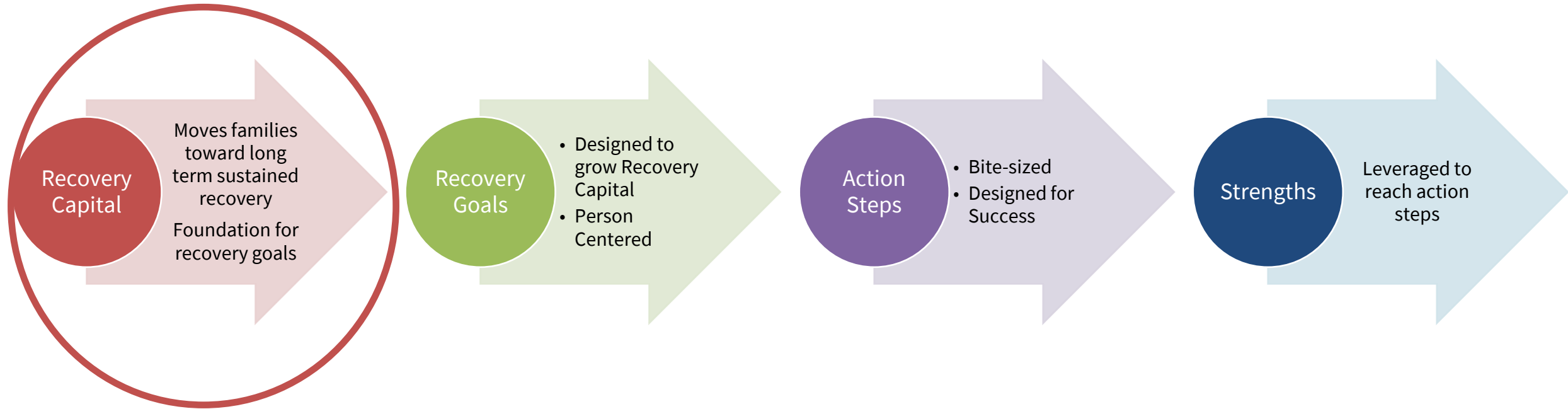


EXPLORING RECOVERY CAPITAL

- Recovery Capital Assessment Interview Tool
- Observation and practice during training & 4 Learning Collaboratives
- Ongoing support through supervision



Fitting the Pieces Together



Recovery Goals

- Reflect an element of Recovery Capital that the client is interested in growing
- Should be something the client is interested in growing as opposed to something Peers think they need to do
- Will change over time
- Support the growth of confidence and competence

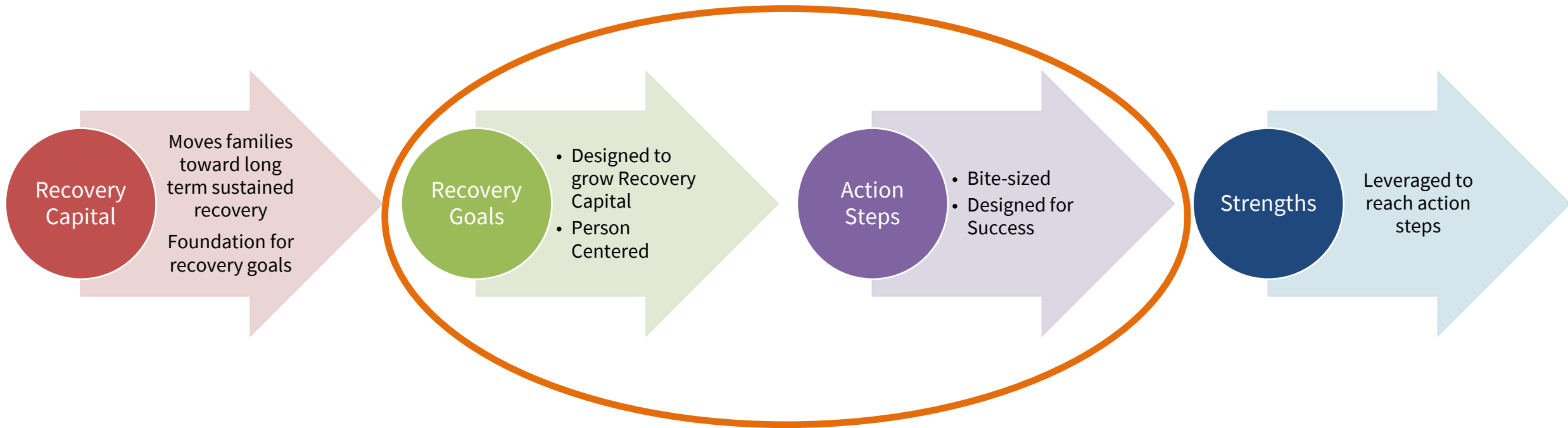


Strategies: Methods Or Action Steps Used To Achieve Identified Goals

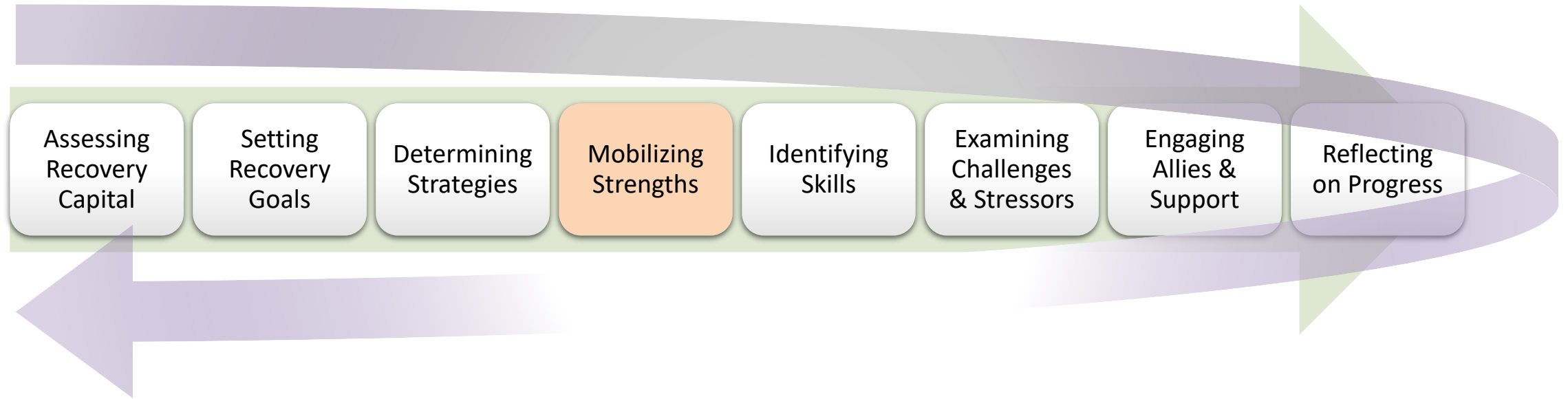
- Should be “bite-sized”
- Concrete
- Time-limited
- Developed in partnership with client
- Written on Recovery Plan
- Designed for successful completion



Fitting the Pieces Together



Mobilizing Strengths





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 that uses the strengths handout in the participant manual and see for ourselves.



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 you have 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?*



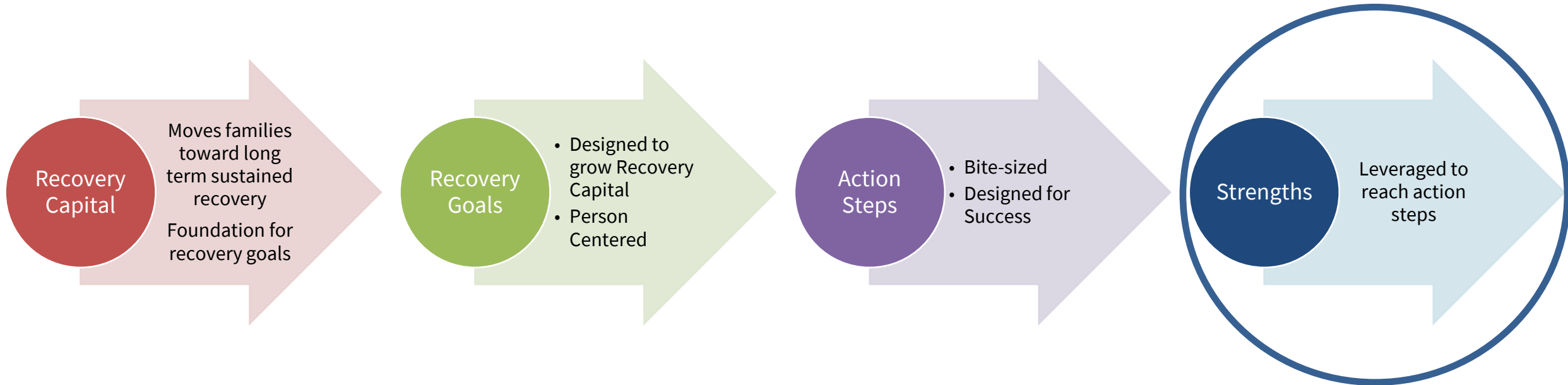
Finding My Strengths



- Able to forgive
- Authentic
- Artistic (singing, cooking, dancing, & other forms of expression)
- Brave
- Comfortable asking for help
- Creative
- Curious (try something new or do something different)
- Dependable
- Determined
- Enthusiastic
- Fair
- Finish what I start
- Flexible
- Friendly (and able to keep friends)
- Generous
- Good problem solver
- Have characteristics of a leader
- Have skills to keep a job
- Integrity (doing the 'right' thing even when no one is watching)
- Love of learning
- Optimistic
- Organized
- Patient
- Perspective (see things from different points of view)
- Physically active
- Playfulness (humor)
- Respectful of others
- Self-respecting
- Spirituality (your faith and beliefs)



Fitting the Pieces Together

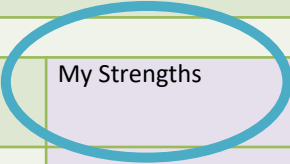




My Recovery Plan – Where Dreams Get Real



I want to (goal):						
I'd like it to happen by (date):						
How I'm going to get there:						
Strategies/Steps I'll Need to Take	Target Date	My Strengths	My Skills & Resources	My Challenges & Stressors	My Allies & Supports	How's it Working?



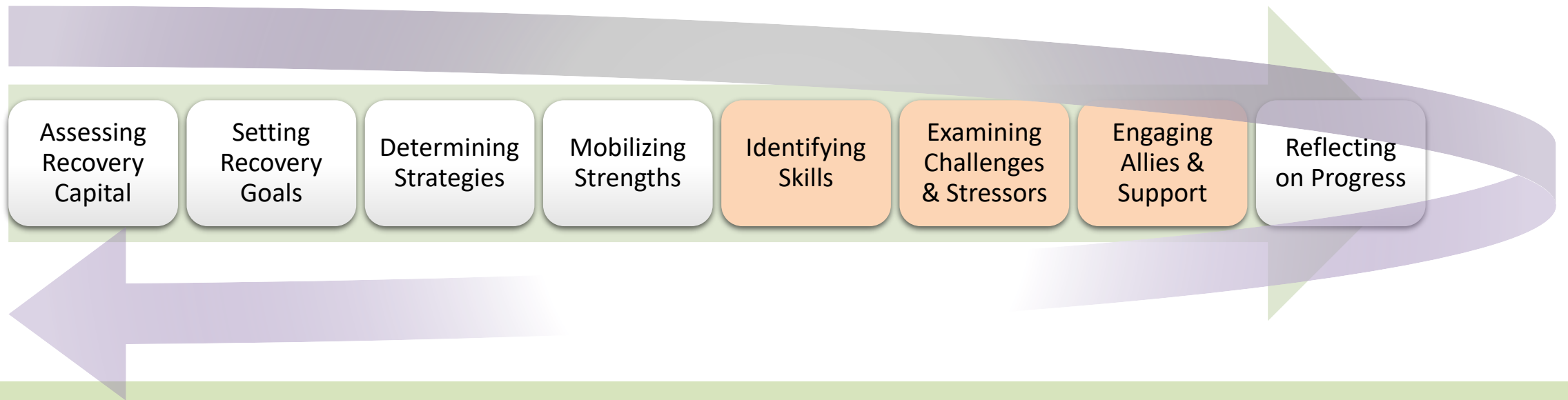
**Identify 1-2 strengths
(from strengths sheet)
For each step**



Identifying Skills

Examining Challenges & Stressors

Engaging Allies & Support



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



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, the Peer 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



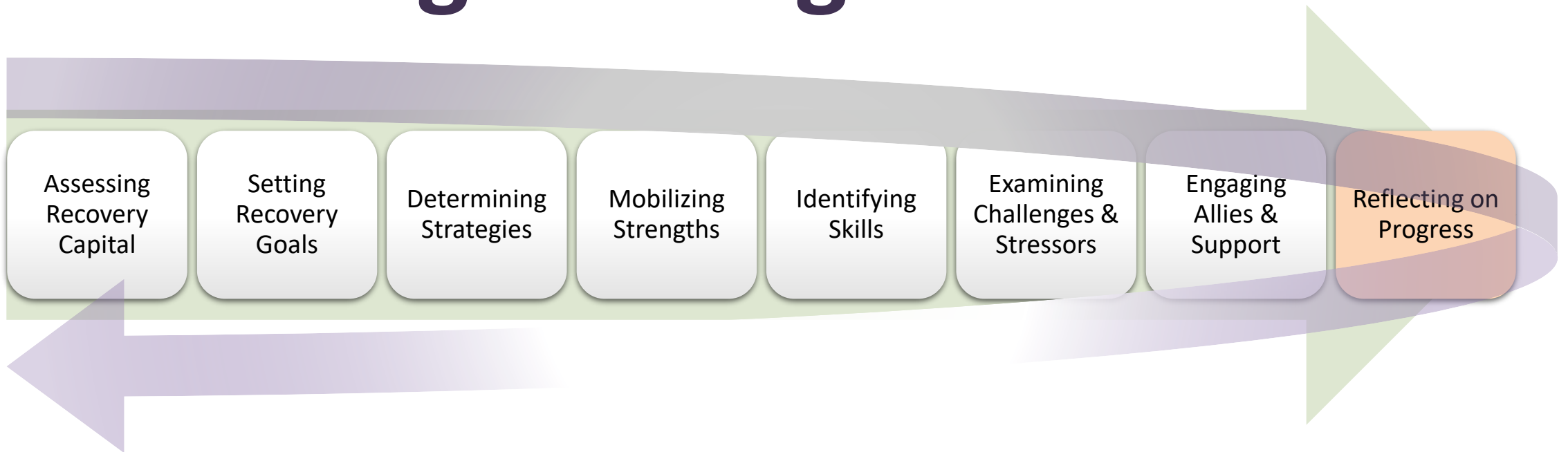
Engaging Allies & Support

- 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, recovery community organizations (RCOs) 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



Reflecting on Progress



Reflecting on Progress

- Success: Achieving something desired
- Occurs each time the Peer connects 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



**“How Peers facilitate and support others
in the Recovery Planning process will have a direct
impact upon building another’s sense
of competence and confidence”**

~Sharon Hesseltine



Q & A



NEXT STEPS, EVALUATION & CLOSING



Upcoming Supervisor of Peers Training

- 2-Day Workshop for those who supervise or plan to supervise peers, April 21-22
- As part of the 2 days a Training Manual is provided for those participants who will be a part of FL's capacity building and implementation plan
- 30 maximum class size for Supervisors of Peers
- Training of Trainers, April 29-30– To build Florida's training capacity

