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THE VALUE OF THE CCAR RECOVERY COACH ACADEMY



Connecticut Community for Addiction Recovery (CCAR)



..One More Reason



**If you have not been an addict
then you can't understand
where I am coming from, so how
can you possibly help me**




RC Definition

A Recovery Coach is anyone interested in promoting recovery by removing barriers and obstacles to recovery by serving as a personal guide and mentor for people seeking or in recovery



CCAR's Definition of Recovery

*A person is in recovery when
they say they are*



RC Role: Motivator and Cheerleader


- Believes in capacity for change
- Motivates
- Encourages
- Celebrates

RC Role: Ally and Confidant

- Loyal
- Cares for Recoveree
- Actively Listens
- Trustworthy
- Stable and Consistent



RC Role: Truth-Teller

- Provides honest and helpful information
 - Offers suggestions
 - Helps to identify patterns of behavior
 - Does not sugar coat things
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RC Role: Role Model and Mentor

- Offers their own life s a example of healthy living
- Shows how....Walks the walk
- Provides stage-appropriate recovery information

RC Role: Problem Solver

- Identifies potential problem areas
- Assists recoveree to problem solve
- Does not tell the recoveree the right way but helps the person with options
- Non-judgmental
- Asks the question “how is that working for you”

RC Role: Resource Broker

- Provides linkages to recovery community, treatment and other supports
- Knows the system of care and how to navigate the system
- Has established contacts and recovery partnerships in the community

RC Role: Advocate

- Advocate for the recovery community
- Advocate for the recoveree
- Assists recoveree to protect their rights
- Acts as a representative for the recoveree when requested

Recovery Coach Role

- **Community Organizer**
- **Lifestyle Consultant**
- **Friend and Companion**
- **An Equal**

Four Goals of a RC

- **Promote recovery**
- **Remove barriers**
- **Connect recoverees with support services**
- **Encourages hope, optimism, and healthy living**

A Recovery Coach is Not A ...

- Sponsor
- Counselor
- Nurse/Doctor
- Clergy Person

Difference of Counselor, Coach and Sponsor: Foundational Knowledge

- Counselor – Emphasis on formal education (theory and science); vetted by the profession
- RC – Emphasis on experiential knowledge and training; vetted by the community
- Sponsor” Emphasis on experiential knowledge; vetted by reputation within a community of recovery

Difference of Counselor, Coach and Sponsor: Organizational Context

- **Counselor - Works within the organizational hierarchy of TX facility and with direct supervision**
- **RC – Settings span TX organizations, allied service facilities, and recovery community settings; varied degree of supervision**
- **Sponsor – Minimal hierarchy and no formal supervision**

Difference of Counselor, Coach and Sponsor: Service/Support Framework

- **Counselor – Works within particular organizational treatment philosophy**
- **RC – Works across multiple frameworks of recovery via choices of those with whom they work**
- **Sponsor – Works within beliefs and practices of particular recovery fellowship**

Difference of Counselor, Coach and Sponsor: Service/Support Relationship

- Counselor – Significant power differential; extreme separation of helper/helped roles; explicit ethical guidelines; high external accountability
- RC – Minimal power differential; ethical guidelines being developed; moderate external accountability
- Sponsor – Minimal power differential; support is reciprocal; relationship governed by group consensus; no external accountability

Difference of Counselor, Coach and Sponsor: Style of Helping

- Counselor – Formal, personally guarded and strategic
- RC – Variable by organizational setting but generally personal and informal
- Sponsor – Informal, open, and spontaneous

Difference of Counselor, Coach and Sponsor: Use of Self

- Counselor – Self disclosure discouraged or prohibited
- RC – Strategic use of one's own story; role model expectation
- Sponsor - Strategic use of one's own story; role model expectation

Difference of Counselor, Coach and Sponsor: Temporal Orientation

- Counselor- Considerable focus on past experience
- RC – Focus on present: What can you today to strengthen your recovery?
- Sponsor – Variable by fellowship and stage of recovery of sponsee

Difference of Counselor, Coach and Sponsor: Duration of Service/Support

- **Counselor – Brief and ever briefer**
- **RC – Measured in months or years (via sustained recovery check-ups)**
- **Sponsor – Variable but can span years**

Difference of Counselor, Coach and Sponsor: Role of Community

- Counselor – Intrapersonal, and interpersonal focus; minimal focus on ecology of recovery; minimal advocacy
- RC – Focus on linking to community resources and building community recovery capital; significant advocacy work
- Sponsor – Intrapersonal, and interpersonal focus; minimal focus on ecology of recovery; minimal advocacy

Difference of Counselor, Coach and Sponsor: Documentation

- Counselor – Extensive and burdensome
- RC – Minimal but growing
- Sponsor - None

Guiding Principles

- **Self directed** – What the person in recovery wants, desires and can accomplish; not what the provider imparts to the person
- **Strengths based** – Focus on strengths, capacities, talents and skills
- **Empowerment** – Providing the tools needed to empower the person
- **Basic Needs** – Recovery is not possible without meaning, purpose, goals, housing, work and personal development

Guiding Principles

- **Hope – People do recover and change is possible**
- **Optimism – You can do it – many do!**
- **Positive Self Identity – Recovery focused not disorders focused**
- **Being of Service – Giving back**
- **Multidimensional Support- Emotional, informational, instrumental and affiliation**

10 Components of Recovery

- Self-direction
- Individualized and person-centered
- Empowerment
- Holistic
- Non-linear
- Strength-based
- Peer Supported
- Respect
- Responsibility
- Hope

Day 2

- Relationship Skills Building
- Listening and Communication Skills
- Values and Differences
- Transference/Counter Transference
- Sexual Harassment
- Crisis Intervention
- Stigma and Labels
- Telling Your Own Story
- Self-disclosure Issues
- Referral Skills

Day 3

- **Stages of Recovery**
- **Pathways to Recovery**
- **Stages of Change**
- **Motivational Interviewing Brief
Primer**

Day 4

- **Cultural Competence**
- **Privilege and Power**
- **Cultural Competence Self-assessment**
- **Spirituality and Religion**
- **Common Spiritual Themes**
- **Recovery Support Resources**
- **Researching Resources**

Day 5

- **Self-Care**
- **Boundary Issues**
- **RESPECTFUL Model (Introspective Bias)**
- **Recovery Wellness Plan**
- **Role-plays**
- **Continued Professional Development**
- **Closing/Evaluations/Certificates**

Personal Impressions

- Clarity of coaching versus being a sponsor
- Support beyond treatment and 12 steps programs
- Coaching as an opportunity to give back to the community

Personal Impressions

- Heightened awareness to actively honor all pathways
- Increased cheerleading and celebrating
- Addressed some of the “sticky” areas TX agencies are working to overcome (altered boundaries, role clarity, 13th stepping)
- Needed for helping helpers step outside their recovery structure boxes (emotional and mental shift)
- Intro to MI skills for improved listening and evoking information



Education
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Prevention
Motivation
Freedom From Addiction

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