

CORE COMPETENCIES OF RECOVERY COACHING

Adopted from

SAMHSA

*Core Competencies for Peer Workers in
Behavioral Health Services*

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WHAT ARE THE FOUR DOMAINS OF RECOVERY COACHING

- Mentorship / Education
- Advocacy
- Recovery / Wellness
- Ethics

These are the foundation of the International Certification & Reciprocity Consortium (IC&RC) recovery coach national credential

<http://www.internationalcredentialing.org/>

WHAT ARE CORE COMPETENCIES

- Core competencies are at the heart of the service provided by recovery coach's
 - Knowledge
 - Skills
 - Scope of work
- Core competencies are developed through...
 - Training
 - Work experience
 - supervision

CORE COMPETENCIES, PRINCIPLES, AND VALUES

Recovery-Oriented

Having a firm belief in the following...

- ◉ People do recover/recovery is possible
- ◉ Multiple pathways to recovery
- ◉ Hope
- ◉ The powerful capacity of mentorship
- ◉ Recovery positive language

Person-Centered

Having a firm belief in the following...

- ◉ Self directed by the recoveree
- ◉ Navigating the goals of the recoveree not the coach
- ◉ Not pressuring or manipulating the recoveree into a specific agenda
- ◉ Advocacy - recoverees can advocate for self, show them the way

CORE COMPETENCIES, PRINCIPLES, AND VALUES

Voluntary

The functioning relationship between recoveree and coach is a partnership

- ◉ The partnership is built on shared life experience
- ◉ The recovery wellness plan is developed by and belongs to the recoveree
- ◉ Choice is re-introduced back into the recoveree's life
 - Alcohol and substance use had removed choice

Relationship-Focused

The relationship between coach and recoveree is the foundation of the service provided

- ◉ Also developed from shared lived experience; either focusing on diagnosis or recovery
- ◉ The relationship is one of...
 - Respect
 - Trust
 - Collaboration
 - Mutuality
 - And a decreased power differential

CORE COMPETENCIES, PRINCIPLES, AND VALUES

Trauma - Informed

Having a firm belief in the approach of what happen as opposed to what's wrong

- ◉ How do you stay focus on the strengths of your recoveree
- ◉ Supporting and encouraging self-control in your recoveees plan
 - Decisions
 - Lifestyle choices
- ◉ Empathy not sympathy
- ◉ Caution in sharing traumatic events, we are not counselors
 - Do not re-traumatize



UNPACKING THE CORE COMPETENCIES

- Engaging
- Provides Support
- Lived Experience
- Personalized/Tailor Made
- Planning and Goal Setting
- Resources

ENGAGING

- A collaboration of a caring relationship (friendship) allowing you to provide:
 - Knowledge of recovery and behavioral health conditions
 - Interpersonal skill - active listening, problem solving, and communication
- Engaging across the whole continuum of recovery
 - Treatment
 - Recovery Wellness Plan
 - Family
 - Maintenance stage of recovery

PROVIDE SUPPORT

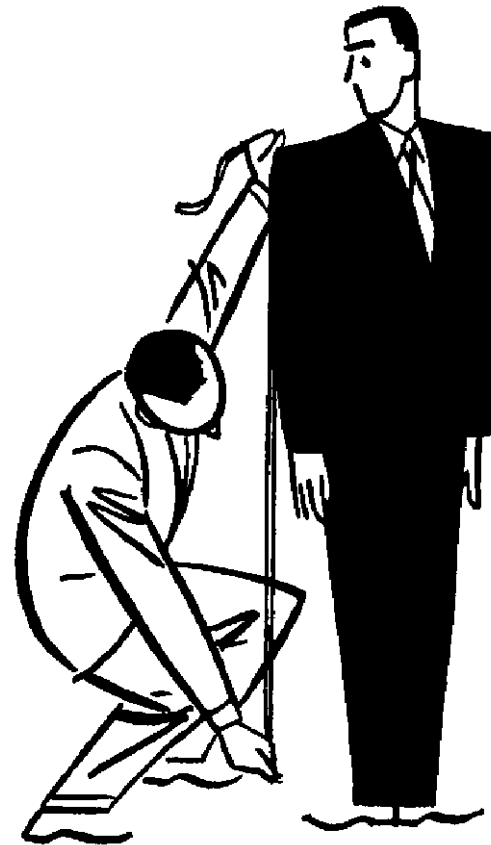
- Mutuality - The recoveree is most important to the service you provide
 - Your lived experience supports their current life experience, their current life experience guides your efforts as the RC
- Celebrate, Motivate, Encourage, Affirm, and Validate
- On the ground making things happen, removing barriers

SHARING LIVED EXPERIENCE

- This is one's recovery story
 - Many believe the story starts with use
 - Self-care
 - Growth
- Your story of recovery is what makes you equal and a peer
- Sharing your lived experience should have a purpose

PERSONALIZE/ TAILOR MADE RECOVERY

- Understanding the recoveree's own personal values and culture
 - Not allowing your biases
- Multiple Pathways to Recovery
- Work towards uncovering the recoverees best plan for recovery that waits inside them



Recognize the recoveree

One size does not fit all

SUPPORT PLANNING

- Recovery Wellness Plan
- SMART Goals
 - Specific
 - Measurable
 - Attainable
 - Realistic
 - Timely



RESOURCES

⦿ Providing Resources

- Treatment
- Recovery Community
- Mental Health Services
- Transportation
- Employment and Education
- Family
- Housing
- Social

⦿ It is vital for recovery coach's to have...the knowledge, connections and relationships with the above communities

SAMHSA

*SUBSTANCE ABUSE AND MENTAL HEALTH
SERVICES ADMINISTRATION*

<http://www.samhsa.gov/brss-tacs/core-competencies-peer-workers>

http://www.samhsa.gov/sites/default/files/programs_campaigns/brss_tacs/core-competencies.pdf