

The Next Generation

Advanced Recovery Coaching

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- You will learn
 - The purpose and expectations of Recovery Coaching
 - How to reach completion by moving passed resistance
 - The seven steps of Recovery Coaching
 - How to move beyond the challenges
 - The importance of trusting the process
 - How to use the Solution Planner

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- Advanced Recovery Coaching
 - A way to put the Recovery Pathways into Action
 - A process for maximizing the power of the recovery conversation
 - A way of interacting that and giving people courage and hope to begin their recovery journey

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- Policy guidelines that require a focus in problems and illness were created before we know recovery was possible
- Focusing on diagnostic criteria and limitations perpetuates feelings of helplessness and hopelessness
- Using recovery coaching, we stay focused on strengths and potential for self-determination

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- Recovery Coaching
- The first steps are geared to relationship build and empowerment. This is fun and easy.
- The latter steps focus on planning and accountability. This is challenging for the person and the coach. Both have to step up.
- Reflection Question 1

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- Appreciating resistance
 - Resistance is a good sign – a statement about what THEY want to do
 - Avoid power struggles and explore reasons
 - Are you resisting?
 - Preparing to take action takes guts and grit
 - Are both of you passing us an opportunity?
 - Don't settle for “ho hum”. Go for a great outcomes for both of you

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- Trusting the process
 - The coach needs to trust their own skills enough to make a difference
 - Also, trust the person's ability to begin the recovery process and continue it
 - Gain proficiency in all step, but especially the last four, since they are the steps that lead to a commitment to recover
 - Reflection Question 2

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- Recovery Pathways are the roots of Recovery Coaching
 - Hope – reminding the person of their strengths
 - Choice – Reflects who the person is and what they value
 - Empowerment – It's the person's job to recover so they need the power
 - Environment – High expectations and safe to learn and grow
 - Spirituality – developing meaning and purpose

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- Principles for putting the Pathways into action
 - Connecting to the person, not the problem
 - Begin with the person's strengths, abilities and past successes before identifying barriers or problems
 - Search for solutions not problems
 - Respect the problems and barriers, but stay focused strengths and solutions

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- The Recovery Coaching protocol
 - Step one – clearing -- preparing to be present
 - Step two – connecting – engaging in a mutual partnership
 - Step three – Empowerment – Transferring power to the person
 - Step five – solutions – identifies the hoped for results
 - Step six – Building resilience – practicing bouncing back
 - Step seven – Accountability – mutual feedback for growth and improvement

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- First three steps, easy!
- Step 4, Planning – buckling down for the harder stuff
 - Figuring out the destination
 - Knowing when we've reached it
 - Once we have a plan, our energy aligns with it and begins to pull us toward the goals we've set
 - Fear of failure, fear of success?
- Reflection Question 3

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- Solutions instead of problems
 - By focusing on a solution, we are less likely to bog down deeper into the problem and more likely to be able to identify potential solutions
 - Honor the person's feelings about the problems, but don't get distracted by them
 - Sometimes people are relieved to not talk about problems, other times they have trouble letting go of them
- Reflection Question 4

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- Building Resilience
 - Makes a big difference between following the plan or drifting off into old patterns that lead to helplessness and hopelessness
 - Role plays and practice make solutions real
 - Prepare for a “bounce back”
 - Builds self-efficacy and self determination
- Reflection Question 5

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- Accountability for me and you
 - How'd we do?
 - Coach takes the lead and role models how to give and receive feedback
 - Always begin this step by reviewing strengths
 - Frame “room for improvement” in positive terms “I know you can step up to a higher level”
- Reflection Question 6

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- Trusting the Process
 - Trust the person's ability to learn and grow; trust yourself and your skills and abilities to help them get there
 - Unconditional coaching – nudging toward potential
 - Know when to coach
 - Take the time
 - Hold the hope – the more we believe that what we do makes a difference, the more difference it will make
 - Reflection Question 7

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- Using the Solution Planner
 - Filled out by the person if possible
 - It's there plan, but you can have a copy
 - Audio tape for reinforcement?

Reflection Question 8

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- Summary
 - Understanding the purpose and expectations of Recovery Coaching
 - Moving past resistance –yours and theirs
 - Putting the Recovery Pathways into action
 - The seven steps
 - Trusting the process
 - Using the solution planner