



Strengthening Together
Hope and Healing for
Addiction Recovery

Four Directions - Tree of Healing Conference

October 1, 2013

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A presentation by the NAADAC, the Association for Addiction Professionals

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www.naadac.org





[A COMPONENT OF THE RECOVERY TO
PRACTICE (RTP) INITIATIVE]

www.naadac.org/education/recovery

DEFINING RECOVERY



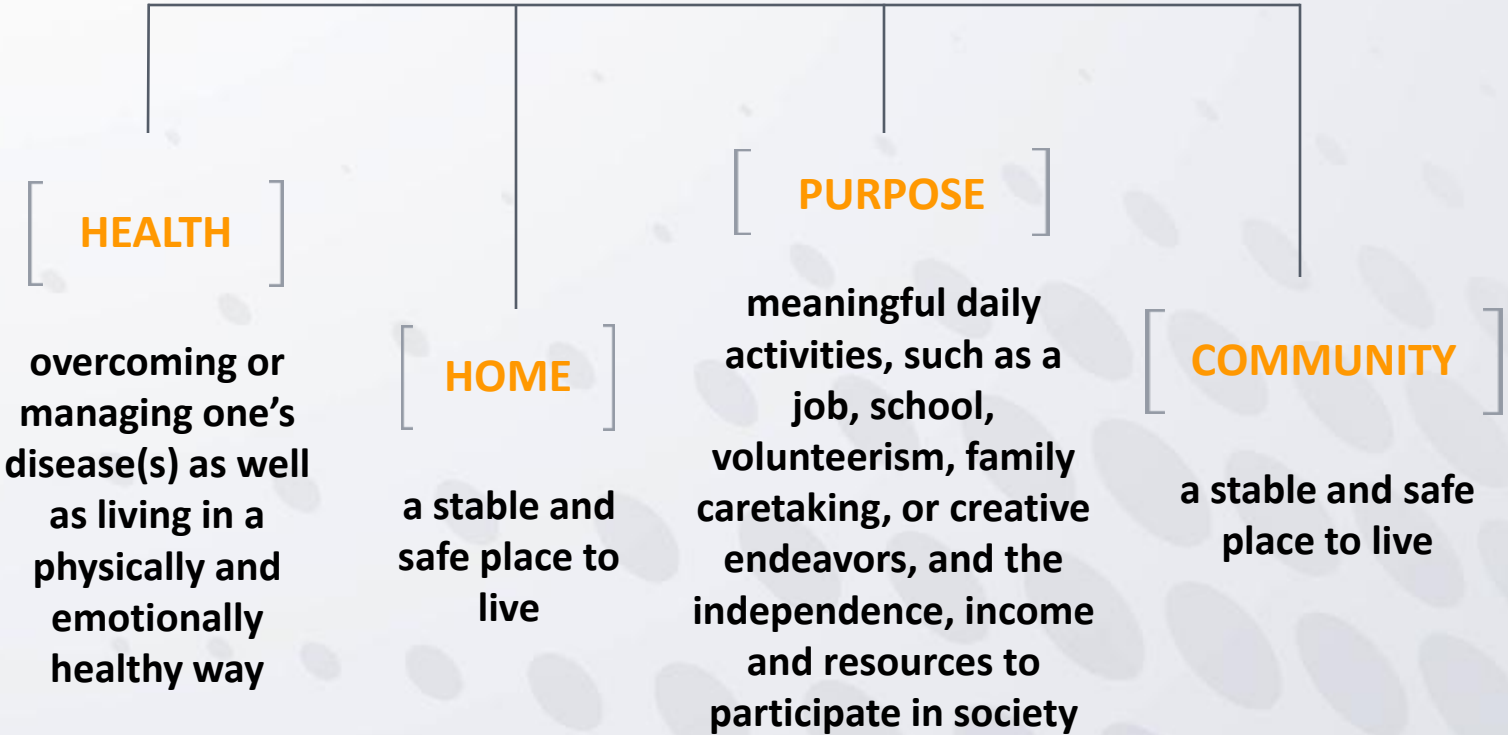
DEFINING RECOVERY



SAMHSA's Recovery Definition

A process of change through which individuals improve their health and wellness, live a self-directed life, and strive to reach their full potential.

[DEFINING RECOVERY]



SAMHSA'S GUIDING PRINCIPLES OF RECOVERY

According to the SAMHSA, there are 10 guiding principles of recovery:

- Recovery is person-driven
- Recovery is supported by addressing trauma
- Recovery emerges from hope
- Recovery is based on respect
- Recovery is culturally based and influenced
- Recovery is holistic
- Recovery occurs via many pathways
- Recovery is supported by peers and allies
- Recovery is supported through relationship and social networks
- Recovery involves individual, family & community strengths & responsibilities

[DEFINING **COMPETENCIES**]



COMPETENCIES

A set of related knowledge, skills and attitudes (KSAs) that are necessary to successfully perform job duties and responsibilities

[RECOVERY IS PERSON-
DRIVEN]



[RECOVERY IS PERSON-DRIVEN]



DEFINITION

Self-determination and self-direction are the foundations for recovery as individuals define their own life goals and design their unique path(s).

[RECOVERY IS PERSON-DRIVEN]

Individuals in recovery are experts in their own experiences, needs, preferences, and life goals.

There are identifiable stages of change in the recovery process and individuals may be at different levels of readiness for addressing different issues.

KNOWLEDGE

Treatment and services are tailored to meet the expressed needs and preferences of each person.

Language is powerful.

[RECOVERY IS PERSON-DRIVEN]

Attitude

- **S** Assumes individuals are experts in their own recovery and they have learned much in the process of living and working through life struggles.
- Acknowledges the value and importance of respecting personal choice and preferences -- in life style and direction, as well as in treatment and service decision making.



[RECOVERY IS PERSON-DRIVEN]



Skills

- Engage individuals in respectful dialogue as full partners in all assessment, service planning and decision making activities

[RECOVERY IS PERSON-DRIVEN]



Skills

- Involve family, allies and community in dialogue as useful and desired by individual

[RECOVERY IS PERSON-DRIVEN]



Skills

- Ask the question “How can I help?” in a manner which recognizes and supports that the service user is “in the driver’s seat.”

[RECOVERY IS PERSON-DRIVEN]



Skills

- Encourage and support individuals to identify, recognize, and actualize personal strengths, interests, resiliencies and resources

[RECOVERY IS PERSON-DRIVEN]



Skills

- Frame dialogue to highlight individuals' strengths, efforts, and resourcefulness

[RECOVERY IS PERSON-DRIVEN]



Skills

- Coach individuals on developing personal recovery approaches that are meaningful and relevant to their personal values, culture, goals, and preferences

[RECOVERY IS PERSON-DRIVEN]



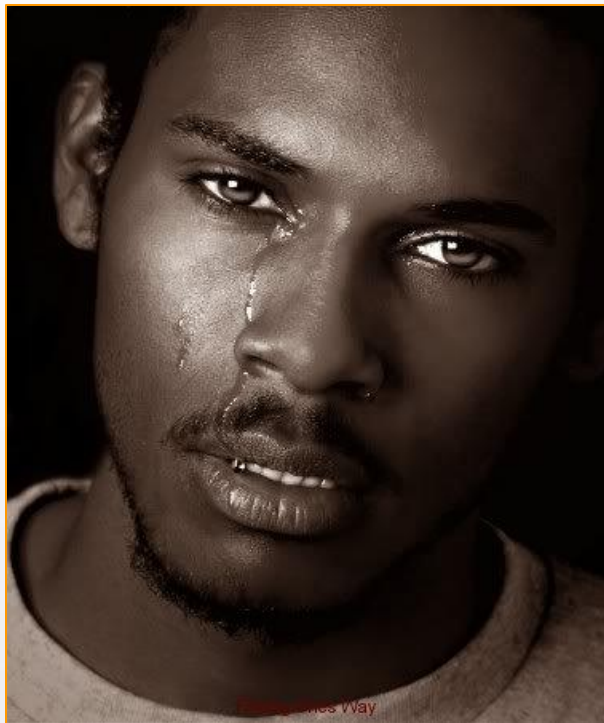
Skills

- Regularly revisit, review, and revise approaches and plans to ensure that changes in status, needs or preferences are addressed, and to incorporate new information, experiences, and satisfaction

RECOVERY IS
SUPPORTED BY
ADDRESSING TRAUMA



[RECOVERY IS SUPPORTED BY ADDRESSING TRAUMA]



DEFINITION

Services and supports should be trauma-informed to foster safety (physical and emotional) and trust, as well as promote choice, empowerment and collaboration.

[RECOVERY IS SUPPORTED BY ADDRESSING TRAUMA]

The experience of trauma (such as physical, emotional, or sexual abuse, domestic violence, war, disaster, and others) is often a precursor to alcohol and drug use, mental health problems, and other behavioral health issues.

Trauma is linked to social issues such as involvement with the criminal justice system, homelessness, and dissolution of families.

KNOWLEDGE

Trauma is about “what happened” to you, rather than “what is wrong” with you.

Recovery from trauma experiences intertwines with recovery from addiction or and follows a similar, non-linear and highly individualized course.

RECOVERY IS SUPPORTED BY ADDRESSING TRAUMA

The impact of traumatic experiences of an individual can look like as well as stimulate other mental health problems and addiction.

Trauma informed and trauma-specific practices can help mitigate the negative consequences of trauma.

KNOWLEDGE

These include minimizing re-traumatization, increasing safety, and helping individuals to identify triggers and use healthy coping skills and support.

Trauma-informed practices include inclusion of service user voice, procedural justice and transparency in practice. I would cover the five principles here: safety, trustworthiness, collaboration, empowerment, and coordination.

[RECOVERY IS SUPPORTED BY ADDRESSING TRAUMA]

Attitudes

- Acceptance that trauma in an individual's life may contribute to current substance use.



[RECOVERY IS SUPPORTED BY ADDRESSING TRAUMA]



Skills

- Recognize the need for environmental as well as physical and emotional safety

RECOVERY IS SUPPORTED BY ADDRESSING TRAUMA



Skills

- Help individuals to develop ability to recognize emotional, physical, environmental and relational triggers and to create and employ a set of coping tools and resources to avoid, reduce, and manage their emotional, physical, and behavioral impact

[RECOVERY IS SUPPORTED BY ADDRESSING TRAUMA]



Skills

- Build on “what has worked” to reduce distress in the past and offer ideas for new or additional approaches

[RECOVERY IS SUPPORTED BY ADDRESSING TRAUMA]



Skills

- Open the door for discussion of traumatic experiences, but let individual set the pace for disclosure and how these events have impacted him or her

[RECOVERY IS SUPPORTED BY ADDRESSING TRAUMA]



Skills

- Seclusion, restraint, and other coercive practices can be both traumatizing and re-traumatizing for many service users and can negatively impact relationships as well as treatment process and outcomes

[RECOVERY IS SUPPORTED BY ADDRESSING TRAUMA]



Skills

- Respect and ensure individual dignity and safety if/when power-based, involuntary, coercive or intrusive interventions are used

RECOVERY IS SUPPORTED BY ADDRESSING TRAUMA



Skills

- Recognize one's own vulnerability, including the potential vulnerability to secondary trauma as a response to individual's experiences of trauma, grief, and loss, and be willing to seek appropriate clinical supervision and other supports. Need to emphasize untreated trauma in the provider community

[RECOVERY EMERGES FROM
HOPE]



[RECOVERY EMERGES FROM HOPE]



DEFINITION

The belief that recovery is real provides the essential and motivating message of a better future – that people can and do overcome the internal and external challenges, barriers, and obstacles that confront them.

[RECOVERY EMERGES FROM HOPE]

Hope is the catalyst of the recovery process.

Hope is internalized; and can be fostered by peers, families, providers, and others.

KNOWLEDGE

The process of change and recovery takes time and may entail setbacks.

Understand the stages of change and strategies for helping individuals to engage in health-seeking activities.

[RECOVERY EMERGES FROM HOPE]



Attitude

- § Values the potential, strength, and resilience of each individual

[RECOVERY EMERGES FROM HOPE]



Skills

- Avoid pressuring individuals to recover in specific ways or within a particular timeline

[RECOVERY EMERGES FROM HOPE]



Skills

- Help individuals to work through “stuckness” and setbacks, to learn from them, and to sustain effort and/or try new approaches

[RECOVERY EMERGES FROM HOPE]



Skills

- Help individuals break large tasks or goals into smaller, do-able steps

[RECOVERY EMERGES FROM HOPE]



Skills

- Keep small steps linked to the individual's desired larger goal so the pathway is always clear and practical

[RECOVERY EMERGES FROM HOPE]



Skills

- Find many ways to acknowledge and celebrate progress
- Have a ready supply of diverse recovery stories that can be used to inspire hope

[RECOVERY EMERGES FROM HOPE]



Skills

- Be familiar with twelve step program slogans such as “suit-up and show-up” “fake-it til you make it” “progress not perfection,” “this too shall pass” “We will love you until you love yourself.” that many people use to maintain a hopeful outlook and take appropriate risks

[**RECOVERY** IS BASED
ON RESPECT]



[RECOVERY IS BASED ON RESPECT]



DEFINITION

Community, systems, and societal acceptance and appreciation for people affected by mental health and substance use problems – including protecting their rights and eliminating discrimination – are crucial in achieving recovery.

[RECOVERY IS BASED ON RESPECT]

Many words impart a set of assumptions by the speaker about individuals, their circumstances, abilities, proscribed roles, and future.

Recognize environments, venues, situations and interactions that are respectful and those that are potentially intimidating or discounting.

KNOWLEDGE

Stigma, discrimination, and social exclusion can have profound impact on individuals and the process of recovery.

Understanding and exercising one's legal, civil, and human rights can be an empowering aspect of recovery.

[RECOVERY IS BASED ON RESPECT]

Attitudes

- All individuals deserve respect
- Views service users as full citizens and members of a community, rather than “patients”



[RECOVERY IS BASED ON RESPECT]

Attitudes

- Recognizes one's own limitations in terms of knowledge, skill, experience, and training and is willing to listen as well as to appropriately refer individuals to others.



[RECOVERY IS BASED ON RESPECT]



Skills

- See each individual as a whole person with unique set of circumstances that include a rich and individual history, experiences, cultural norms and world view

[RECOVERY IS BASED ON RESPECT]



Skills

- Trust the authenticity of people's accounts and takes their concerns and issues seriously

[RECOVERY IS BASED ON RESPECT]



Skills

- Treat individual emotions, passions, disagreements and differences of opinions as personal expressions and important concerns rather than as symptoms or signs of pathology or disease

[RECOVERY IS BASED ON RESPECT]



Skills

- Consistently use language that does not stigmatize or include assumptions, judgments, generalizations and characterizations that diminish people

[RECOVERY IS BASED ON RESPECT]



Skills

- Help people establish and uphold boundaries regarding self-disclosure

[RECOVERY IS BASED ON RESPECT]



Skills

- Recognize discriminating policies and actions as well as situations in which individual's rights may be directly threatened or violated

[RECOVERY IS BASED ON RESPECT]



Skills

- Take steps to protect and uphold rights, or help individuals make decisions about their options to take direct action to enforce their rights

RECOVERY IS
CULTURALLY BASED
AND INFLUENCED



RECOVERY IS CULTURALLY BASED AND INFLUENCED



DEFINITION

Culture and cultural background in all of its diverse representations, including values, traditions, and beliefs, are keys in determining a person's journey and unique pathway to recovery.

[RECOVERY IS CULTURALLY BASED AND INFLUENCED]

Services and supports should be culturally grounded, attuned, sensitive, competent, and personalized.

All assessment, planning, and service/support activities should address individual's cultural and ethnic background.

KNOWLEDGE

Individuals place different importance and meaning on traditional values, specific elements, and incorporate different practices into their lives.

In addition to heritage, race, or ethnicity, culture can include belonging to a group based on gender, age, sexual orientation, disability, faith, occupation, financial status, family system, language, or shared experience

RECOVERY IS CULTURALLY BASED AND INFLUENCED

Attitudes

- Trusts the authenticity of each individual's experiences.



RECOVERY IS CULTURALLY BASED AND INFLUENCED

Attitudes

- Recognizes that the context of culture, personal history and experiences, and relationships impact and shape the individual recovery process.



RECOVERY IS CULTURALLY BASED AND INFLUENCED

Attitudes

- Recognize how one's own socialization, attitudes, and knowledge and biases may affect, expand, or limit attitudes or approaches to serving different populations.



[RECOVERY IS CULTURALLY BASED AND INFLUENCED]

Skills

- Conduct all activities in a culturally sensitive and informed manner, including assessments, planning, and service/support intervention



[RECOVERY IS CULTURALLY BASED AND INFLUENCED]

Skills

- Provide or ensure availability of services in the language of a person's choice



[RECOVERY IS CULTURALLY BASED AND INFLUENCED]

Skills

- Respect not only the diversity of cultural issues, but the ways individuals understand and incorporate culture into their lives and thinking



[RECOVERY IS CULTURALLY BASED AND INFLUENCED]

Skills

- Recognize and respect that staff with shared gender, racial, and cultural backgrounds, or lived experiences, may more easily develop trust and rapport with individuals of similar backgrounds



[RECOVERY IS HOLISTIC]



[RECOVERY IS HOLISTIC]

DEFINITION

Recovery encompasses an individual's whole life, including mind, body, spirit, and community. The array of services and supports available should be integrated and coordinated.

Psychological

Biological

Spiritual

Social



[RECOVERY IS HOLISTIC]

The process of recovery entails more than formal substance use treatment and services and incorporates many supports, resources, and activities that help build and support wellness.

Family, housing, employment, education, addictions and mental health treatment services and supports, primary healthcare, dental care, complementary and naturalistic services, spirituality, creativity, social networks, recreation & community participation.

KNOWLEDGE

The stress of not meeting basic needs for food, shelter, safety, and economic security has impacts on physical and behavioral health including emotional health and substance use.

For many these effects are compounded by lifestyle choices and lack of access to physical and behavioral health services.

[RECOVERY IS HOLISTIC]



Attitude

- § Believes that the physical, mental, and spiritual aspects of recovery are intertwined and is willing to apply a broad definition of “therapeutic.”

[RECOVERY IS HOLISTIC]

Skills

- Assist individuals (and families, allies and supporters) to identify and access those supports and resources they find most relevant and helpful



[RECOVERY IS HOLISTIC]

Skills

- This includes helping individuals understand and fulfill basic eligibility requirements for needed services and supports, as well as address other access issues or barriers such as transportation and communication



[RECOVERY IS HOLISTIC]

Skills

- Recognizes common physical health problems associated with trauma, stress, lifestyle choices, medication side effects, and substance use



[RECOVERY OCCURS VIA MANY
PATHWAYS]



[RECOVERY OCCURS VIA MANY PATHWAYS]



DEFINITION

Individuals are unique with distinct needs, strengths, preferences, goals, culture and backgrounds, including trauma experiences that affect and determine their pathway(s) to recovery. Abstinence is the safest approach for those with substance use disorders.

[RECOVERY OCCURS VIA MANY PATHWAYS]

Recovery is a nonlinear process and the pathways to change are highly personalized.

For many, it progresses through identifiable stages, though the pace and pathways through the stages are highly individual.

KNOWLEDGE

There are a wide variety of ways and resources to address difficult times and situations, including activities individuals undertake and supportive action from others, including practitioners.

Appreciates that services and treatment offer tools, supports, and resources that can help individuals move toward more self-sufficient and meaningful lives.

[RECOVERY OCCURS VIA MANY PATHWAYS]

Skills

- Recognize and communicate that medications and medication-assisted treatment are one of many tools and options for healing and wellness



[RECOVERY OCCURS VIA MANY PATHWAYS]

Skills

- Help individuals to consider the risks/benefits of medications as well as their preferences and to be an active decision making partner during consultations about medication options



[RECOVERY OCCURS VIA MANY PATHWAYS]

Skills

- Help individuals desiring medication assisted treatment to access medications and people preferring not to use medications to utilize other tools for coping and symptom management



[RECOVERY OCCURS VIA MANY PATHWAYS]

Skills

- Help individuals to identify and try out different approaches, activities, and practices to see what works best for them



RECOVERY IS
SUPPORTED BY PEERS
AND ALLIES



[RECOVERY IS SUPPORTED BY PEERS & ALLIES]



DEFINITION

Mutual support and mutual aid groups, including the sharing of experiential knowledge and skills, as well as social learning, play an invaluable role in recovery

[RECOVERY IS SUPPORTED BY PEERS & ALLIES]

Peers – people with lived experience with trauma, mental health issues, and addictions – bring unique perspective, experiences and high value as members of a service array or treatment team.

Peers encourage and engage other peers in recovery and provide each other with a vital sense of belonging, supportive relationships, valued roles, and community.

KNOWLEDGE

Practitioner use of personal disclosure can be used to strengthen relationships, validate experiences, and provide examples of other ways of viewing situations and options.

Mutual support and mutual aid groups - including the sharing of experiential knowledge and skills and social learning - play an invaluable role in recovery for many people.

[RECOVERY IS SUPPORTED BY PEERS & ALLIES]

Attitudes

- Feeling “part of” something larger than oneself and connections with family, friends, peers, faith communities, and other supportive networks are core elements of recovery



[RECOVERY IS SUPPORTED BY PEERS & ALLIES]



Skills

- Help individuals identify, choose and access peer support options, including peer support from informal sources such as personal relationships with family friends, colleagues, and community groups, as well as more formal peer-operated agencies

[RECOVERY IS SUPPORTED BY PEERS & ALLIES]



Skills

- Develop positive collegial relationships with peer support staff members working in traditional behavioral health agencies

[RECOVERY IS SUPPORTED BY PEERS & ALLIES]



Skills

- Treat these staff respectfully as partners in service provision
- Seek opportunities to dialogue with and learn from peer staff

RECOVERY IS SUPPORTED
THROUGH RELATIONSHIP
AND SOCIAL NETWORKS



RECOVERY IS SUPPORTED THROUGH RELATIONSHIP AND SOCIAL NETWORKS



DEFINITION

An important factor in the recovery process is the presence and involvement of people who believe in the person's ability to recover; who offer hope, support and encouragement; and who also suggest strategies and resources for change

[**RECOVERY** IS SUPPORTED THROUGH
RELATIONSHIP AND SOCIAL NETWORKS]

Peers, family members, providers, faith groups, community members, and other allies form vital support networks.

These relationships carry meaning, even if current ties appear to be severed or unraveled.

KNOWLEDGE

People are intricately woven into their families, community and culture.

Family dynamics are often significantly impacted when one or more family member has a substance use and/or mental health problem.

[**RECOVERY** IS SUPPORTED THROUGH
RELATIONSHIP AND SOCIAL NETWORKS]

Some individuals have strong social skills and ability to interact with others; while others have difficulty initiating and maintaining healthy relationships.

Sexuality is a healthy part of adulthood and an important element of recovery for many individuals.

KNOWLEDGE

It can be challenging for individuals to “let go” of relationships that are difficult or non-supportive, to repair or re-establish former relationships, and to establish new ones.

This process can be painful and generate feelings of grief and loss, but for some it is an important step of recovery.

[**RECOVERY** IS SUPPORTED THROUGH
RELATIONSHIP AND SOCIAL NETWORKS]

Attitudes

- Believes that recovery is not a solitary journey, but often a journey toward better inter-connection within one's community of choice.



RECOVERY IS SUPPORTED THROUGH RELATIONSHIP AND SOCIAL NETWORKS



Skills

- Help and support individuals to understand the current status of personal relationships and his/her role within them

RECOVERY IS SUPPORTED THROUGH RELATIONSHIP AND SOCIAL NETWORKS



Skills

- This may include considering safety, reciprocity, and supportiveness within the relationships

RECOVERY IS SUPPORTED THROUGH RELATIONSHIP AND SOCIAL NETWORKS



Skills

- Help individuals identify and address challenges or barriers for developing positive and reliable personal support networks, including social and life skills such as self-presentation, communication, boundary setting, problem solving, conflict resolution, and so forth.

RECOVERY IS SUPPORTED THROUGH RELATIONSHIP AND SOCIAL NETWORKS



Skills

- Support individuals to “be a part of” their networks by assuming or re-establishing valued social roles within their networks, as well as finding ways to contribute or “give back” to their relationships and networks in meaningful ways

RECOVERY INVOLVES
INDIVIDUAL, FAMILY AND
COMMUNITY STRENGTHS AND
RESPONSIBILITIES



RECOVERY INVOLVES INDIVIDUAL, FAMILY AND
COMMUNITY STRENGTHS AND RESPONSIBILITY



DEFINITION

Individuals, families
and communities
have strengths and
resources that serve
as a foundation for
recovery

RECOVERY INVOLVES INDIVIDUAL, FAMILY AND
COMMUNITY STRENGTHS AND RESPONSIBILITY

Help individuals find personal purpose and meaning in their lives including encouraging and supporting people to create or reclaim valued adult life roles such as worker, student, tenant, parent, care-taker, artist etc.

Families may undergo their own recovery process, as individual family members and as a family unit.

KNOWLEDGE

(Re)building a life in the community and purpose are critical elements of recovery.

This may include development of employment venues, creative outlets, parenting roles, volunteering and citizenship activities.

RECOVERY INVOLVES INDIVIDUAL, FAMILY AND
COMMUNITY STRENGTHS AND RESPONSIBILITY

Attitudes

- Recognizes and honors that individuals with substance use conditions are able to be effective and caring parents, family members, and contributing members of the community and sometimes need support.



RECOVERY INVOLVES INDIVIDUAL, FAMILY AND COMMUNITY STRENGTHS AND RESPONSIBILITY

Skills

- Help individuals recognize that they are active agents and decision-makers in their own lives; at the same time, they are also responsible for the consequences of their decisions and actions.



RECOVERY INVOLVES INDIVIDUAL, FAMILY AND COMMUNITY STRENGTHS AND RESPONSIBILITY

Skills

- Understand the individual's definition of "family" which may include children, parents, siblings, and unrelated important others.



RECOVERY INVOLVES INDIVIDUAL, FAMILY AND COMMUNITY STRENGTHS AND RESPONSIBILITY

Skills

- Provide or ensure support to families and significant others to address their own support needs and recovery activities.



RECOVERY INVOLVES INDIVIDUAL, FAMILY AND COMMUNITY STRENGTHS AND RESPONSIBILITY

Skills

- Coach individuals and families on how to access and engage in community resources and activities to support recovery.



RECOVERY INVOLVES INDIVIDUAL, FAMILY AND COMMUNITY STRENGTHS AND RESPONSIBILITY

Skills

- Help individuals understand the history and accomplishments of the addiction recovery movement.



RECOVERY INVOLVES INDIVIDUAL, FAMILY AND COMMUNITY STRENGTHS AND RESPONSIBILITY

Skills

- Support individuals' active engagement in associated leadership and advocacy activities.





Giving Positive & Energetic
Service to Others Promotes
Synergy to Us and Strengthens
Us to Do the Work We are Given
to Do!

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Thank You!