



FOCUSING ON
STRENGTHS AND
PERSONAL
RESPONSIBILITY

MODULE 6

1

Learning Objective 1
Know and apply the strengths-based approach

2

Learning Objective 2
Apply best-practices-Strengths-Based Approach and Person-Centered Planning to foster personal responsibility

3

Learning Objective 3
Learn skills and strategies to promote personal responsibility in recovery

4

Learning Objective 4
Describe how focusing on strengths and personal responsibility impact the recovery process

MODULE 6 OUTLINE



CORE PRINCIPLE

**FOCUSING ON STRENGTHS AND
PERSONAL RESPONSIBILITY**

WHY FOCUS ON STRENGTHS AND PERSONAL RESPONSIBILITY?

- Doing so supports....
 - *Resilience*
and the capacity for
 - *Personal responsibility*
 - *Self-advocacy*
 - *Positive change*



IMPORTANT CONSIDERATIONS

- People generally share common hopes, needs, and responsibilities; however, each person will have a unique approach to achieving them.
 - Each recovery journey is different.
 - Taking responsibility for one's own health and well-being begins the recovery process.
- People have the potential to recover, reclaim, and transform their lives.
 - Sometimes people with behavioral health disorders are seen as unable to “get better.”
 - A focus on strengths and abilities motivates and contributes to building confidence and resilience.

FOCUSING ON STRENGTHS AND PERSONAL RESPONSIBILITY

- Provides dignity, hope and resilience
- Creates meaning in relationships and in life
- Fosters healthy relationships
- Improves self-efficacy





VALUES & ATTITUDES

**FOCUSING ON STRENGTHS AND
PERSONAL RESPONSIBILITY**

VALUES AND ATTITUDES



Convey belief in people's capacity to reach their goals and have a life rich in possibility and meaning

Provide an environment for customization and choice where the individual participates in planning and setting goals and objectives for their recovery

Acknowledge and positively reinforce people's strengths and capacity for personal recovery

Provide a recovery plan that is focused on goals, aspirations, and self-management; extends beyond the primary course of treatment; and promotes long-term recovery

IT IS IMPORTANT TO UPHOLD THE BELIEF THAT



Recovery is person-driven



Each of the individuals we serve defines their own life goals and designs their unique paths toward these goals



Each of the individuals we serve have the capacity to reach their goals



We are providing hope and helping them connect to building a person-driven life that creates meaning and possibility

WE MUST

- Affirm each individual's right to determine their own path to wellbeing and recovery
 - Affirming this “individual” path does not imply that individuals are “on their own”
- Continually reflect upon our own personal, professional, cultural values, and beliefs



WHAT WE KNOW

**FOCUSING ON STRENGTHS AND
PERSONAL RESPONSIBILITY**

NEEDED KNOWLEDGE BASE



Understanding certain concepts is necessary in order *to put into practice* a focus on strengths and personal responsibility.

- Know how to apply strengths-based approach
- Demonstrate a collaborative process where the individual has a choice in guiding their recovery process,
- Understand the concepts of resilience, personal strength, personal responsibility, recovery focus and hope

WHAT IS RESILIENCE?

“An individual’s ability to overcome adversity and continue his or her normal development.”

“In the context of exposure to significant adversity, resilience is both the capacity of individuals to navigate their way to the psychological, social, cultural, and physical resources that sustain their well-being, and their capacity individually and collectively to negotiate for these resources to be provided in culturally meaningful ways.”

<https://resilienceresearch.org>

“Resilience is developed by engaging, rather than avoiding, life’s challenges”

BEST PRACTICES IN
ROSC

Strengths-Based Approach

Person-Centered Recovery Planning

Shared Decision-Making Model

STRENGTHS-BASED APPROACH

The strengths-based approach indicates that treatment delivery and planning are oriented toward individual's *strengths and preferences* rather than *deficits*.

The strengths-based approach in the recovery process is applied to the **strengths-assessment** and the **recovery plans** that are developed in collaboration with the individual served.

EXAMPLES OF PERSONAL STRENGTHS

Can you think of other examples of personal strengths?

Courage

Resilience

Leadership

Teamwork

Clear communication

Strong work ethic

Humility

Empathy

Asks for help

PERSON-CENTERED RECOVERY PLANNING

Is grown out of a culture that fully appreciates recovery, self-determination, and community inclusion (Tandora, 2016)

Is a co-created and written plan that outlines the individual's most valued recovery goals and the approaches and recovery support services that are needed to achieve those goals

Is a collaborative process

Is person-driven

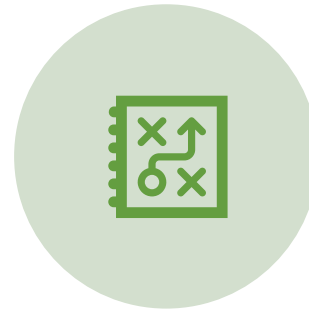
THE 4 ESSENTIAL P_s IN PERSON-CENTERED RECOVERY PLANNING



**PHILOSOPHY-CORE
VALUES**



**PROCESS-NEW
WAYS OF
PARTNERING**



**PLAN-CONCRETE
ROADMAP**



**PURPOSE-
MEANINGFUL
OUTCOMES**

SHARED DECISION-MAKING MODEL

- Shared-decision making (SDM) is defined as: *“An approach where clinicians and patients share the best available evidence when faced with the task of making decisions, and where patients are supported to consider options, to achieve informed preferences”* (Elwyn, G. 2010)
- Aims to help people have informed, meaningful, and collaborative discussions with providers about their health care services (SAMHSA, 2022)
- Shared-decisions are made in identifying approaches and support services that best meet the unique needs of the individual served

SHARED DECISION-MAKING INVOLVES

The **Individual** as an integral part in treatment/service and recovery planning

Tools and Resources that offer objective information

(SAMHSA, 2022)

Collaboration to make the best plan for their needs and situation

THE ROLE OF SHARED DECISION-MAKING IN FOSTERING PERSONAL RESPONSIBILITY

- Helps provide access to services that fit the unique needs of the individual
- Is strengths-based and recovery-focused
- Makes the individual an integral part of their recovery journey



INDIVIDUALS PARTICIPATE IN THEIR PERSONAL RECOVERY BY:



Setting goals, aspirations and self-management support services that address their unique needs and is personal to their recovery narrative



Being actively involved in recovery planning, attending meetings, groups, and other support services



Attending the full array of services that are available to them



Focusing on personal strengths



Focusing on their personal responsibility in their recovery journey



APPLICATION TO PRACTICE
FOCUSING ON STRENGTHS AND
PERSONAL RESPONSIBILITY

PERSONAL RESPONSIBILITY AND THE ROLE OF THE SERVICE PROVIDER

When the service provider

builds a therapeutic alliance.

engages in the therapeutic process by focusing on autonomy, building trust, listening to concerns, and offers opportunities to engage in the decision-making process.

focuses on the whole person to include goals, strengths, and interests.

The individual served will engage by

feeling supported, valued, and heard.

participating openly in assessments and planning, and taking personal responsibility in symptom management, trigger management, and building a support system.

having an interest in their recovery process.

PERSONAL RESPONSIBILITY AND THE ROLE OF THE SERVICE PROVIDER

When the service provider

embodies characteristics that provide a strong foundation to the therapeutic alliance (empathy, confidence, flexibility, genuineness, engagement, attentiveness, skill, and respect).

collaborates with other community agencies and providers.

The individual served will engage by

connecting to self-determination and autonomy and begin to make healthier choices in their recovery.

building a stronger recovery support system and recovery community.

WHEN WE ARE RECOVERY-FOCUSED AND STRENGTHS-BASED, WE

Attend

- Attend to diverse needs by assessing for basic needs and provide access to multiple interventions, approaches, and services that address those needs

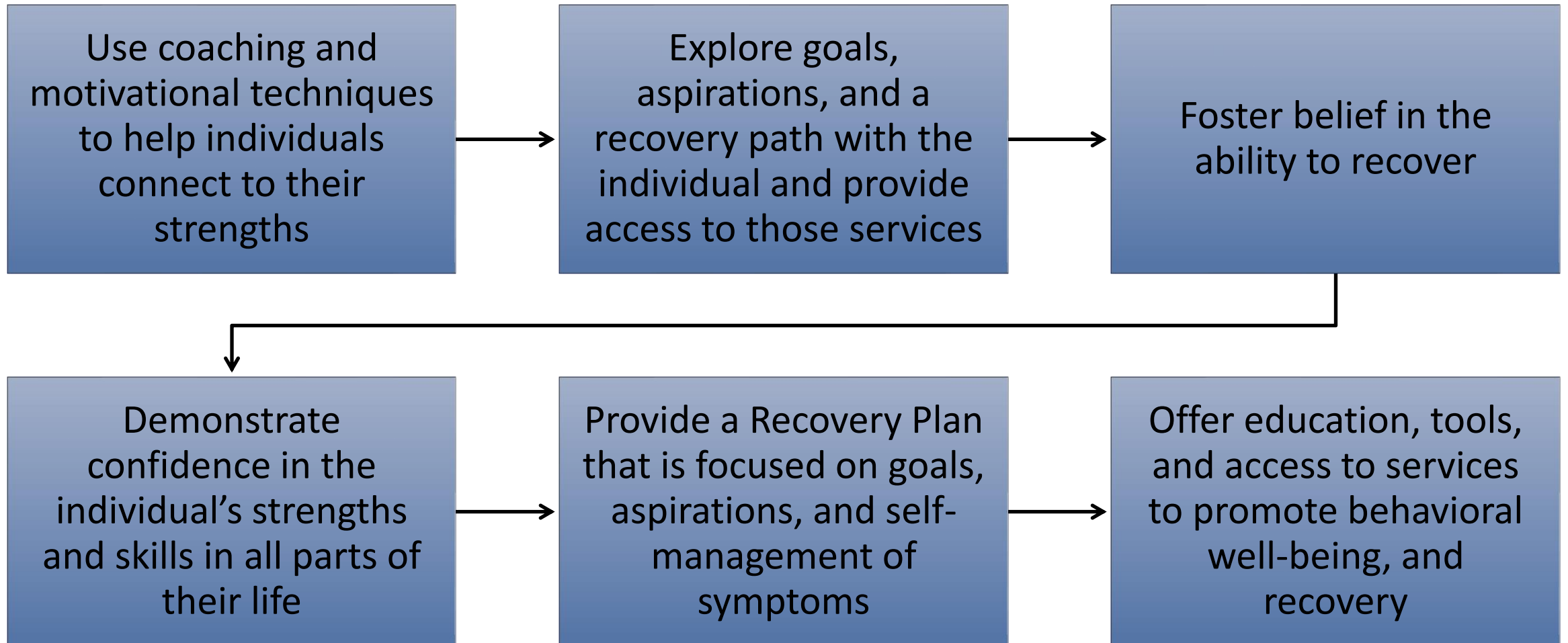
Empower

- Empower the individual to take personal responsibility for recovery, including self-management of symptoms, monitoring triggers, and identifying environmental stressors and warning signs

Offer

- Provide recovery education tools, peer support, and access to a full-service array of services to compliment preferences, needs, and strengths of the individuals

SKILLS TO PROMOTE PERSONAL RESPONSIBILITY



WE CAN PROMOTE PERSONAL RESPONSIBILITY BY

Being non-judgmental

Making the individual an integral part of recovery planning

Acknowledging (with personal consent) the defined family care givers, and circles of support of the individual

Actively working with the support system to be part of the planning process

Offering access to recovery support services

Assisting in identifying peer support and other supportive recovery resources

ADD CHOICE AND PERSONAL RESPONSIBILITY

- Supporters and providers may not always agree with the choices individuals make.
- Honoring choices does not mean ignoring harmful risks or minimizing safety, but allowing for each individual's strengths, personal experiences, priorities, and preferences as part of the treatment/service and recovery plan.
- Honoring choice helps the individual take personal responsibility for their recovery.

How will you support the individual's personal choice, if it does not align with your choice?

Mental Health Commission of Canada, 2015

APPLYING THE CONCEPTS

Strengths and personal responsibility can be applied by creating a recovery plan.

The recovery plan fosters personal responsibility by encouraging active participation in preferences for treatment and services.

The individual connects to personal choice, autonomy, and resilience.

PERSONAL RESPONSIBILITY THROUGH RECOVERY PLANNING



Recovery plan



Promotes personal responsibility



Provides access to services to meet the basic and unique needs of the individuals that we serve



Facilitates a structured, reliable source of tools to promote safety and well being to keep the individual on track

IN RECOVERY PLANNING WE CONSIDER

- The role of provider in encouraging the individual to identify tools that promote safety, recovery, and wellbeing
- The role of the individual in taking personal responsibility for accessing the services that are provided
- How the individual's strengths play a significant role in personal responsibility

REWORD A RECOVERY PLAN TO

Connect

Connect to recovery narrative

Identify

Identify strengths, needs, and preferences

Participate

Participate in shared decision-making to foster personal responsibility

CONSTRUCTING THE RECOVERY PLAN

Gain an understanding of personal recovery

Introduce the purpose and structure of a recovery plan

Emphasize personal choice and options for the recovery process

Include relevant support systems in the development of the recovery plan

Identify needs, strengths, and assets through discussion

CONSTRUCTING THE RECOVERY PLAN

Address the whole person (personal, social, health, employment, education, housing, cultural, and spiritual)

Assess strengths, resources, background, dreams, goals, and progress towards recovery

Assess progress towards recovery throughout the recovery journey as needed

RECOVERY PLANNING EXAMPLES OF RECOVERY PLANS

The Wellness
Recovery Action Plan
(WRAP®)

Whole Health
Action
Management
(WHAM)

Wellness Tracker

Recovery Star

Mapping Your
Recovery Journey

FOCUSING ON STRENGTHS AND PERSONAL RESPONSIBILITY IN APPLICATION AND PRACTICE

Requires skills in *planning* and *delivery* of all services and supports

- Biopsychosocial Assessment

- Requires clear information detailing a holistic account of the individual
- Requires accurate accounts of “*where the individual is at*” at a particular time in order to provide baseline information for treatment/service and recovery planning
- Requires complete and detailed information on support network, who the individual identifies as family, and determines the basic needs of the individual

FOCUSING ON STRENGTHS AND PERSONAL RESPONSIBILITY IN APPLICATION AND PRACTICE

Requires skills in *planning* and *delivery* of all services and supports

■ Strengths Assessment

- Requires clear, personal statements on the individual's personal strengths, needs, abilities, and preferences
- Requires completed and detailed statements that are person-driven

FOCUSING ON STRENGTHS AND PERSONAL RESPONSIBILITY IN APPLICATION AND PRACTICE

Requires skills in *planning* and *delivery* of all services and supports

■ Treatment/Service Planning

- Requires collaboration
- Is person-driven
- Applies the decision-making model
- Demonstrates that the identified goals and objectives are unique to the individual
- Identifies which service areas were derived from a collaborative process and that individual choice is guiding their treatment
- Indicates substantial variation with each area indicating individualization
- Displays tailoring of services to the individual

FOCUSING ON STRENGTHS AND PERSONAL RESPONSIBILITY IN APPLICATION AND PRACTICE

Requires skills in *planning* and *delivery* of all services and supports

■ Recovery Planning

- Is clearly labeled as a recovery plan
- Applies the 4 Ps in Person-Centered Recovery Planning
- Is focused on goals, aspirations, self-management, and recovery
- Promotes long-term recovery
- MUST be completed and not overlooked



QUESTIONS FOR REFLECTION
FOCUSING ON STRENGTHS AND
PERSONAL RESPONSIBILITY



REFLECTIVE PRACTICE

Please reflect on the following questions and write down your responses.

Direct Service provider: How is your practice responsive to individuals' expectations, recovery goals, and unique needs?

Management: How do you draw on lived experience and encourage the co-design of policies and procedures?

Administrative: How do you support the agency to focus on strengths and personal responsibility?

CONNECT TO HOPE



PRINCIPLES

- C**reate a culture and language and hope
- O**ffer a comprehensive and holistic service array
- N**on-judgmental
- N**avigating diverse needs
- E**ngagement strategies
- C**ollaborative relationships and reflective practice
- T**ransforming services and systems

PRACTICES

- H**onor the differences and diverse needs of each individual served
- O**ffer various opportunities and resources that support the recovery journey
- P**rovide an environment to encourage personal control
- E**ngage in personal recovery by understanding personal recovery narrative in the treatment process and within the community

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THANK YOU!

QUESTIONS?