



PRINCIPLE: BELIEF IN RECOVERY

STANDARD:	We believe recovery to be a process of self-growth that requires hope, support, respect, patience and acceptance of people where they are in their journey.
HOPES/DREAMS:	By focusing on their strengths and believing in their recovery, it will allow us to positively impact the lives of clients we serve. It is essential to provide clients with respect, support and hope.
EXPECTATIONS:	<ul style="list-style-type: none"> ➤ Building positive connections with clients based on respect, hope, and trust. ➤ Accepting clients where they are at in their recovery process. ➤ Celebrating and focusing on progress/growth – big and small ➤ Providing unconditional motivation and support ➤ Having faith and hope in recovery ➤ Being patient and understanding, especially during the challenging situations ➤ Having an appropriate, healthy safety plan to deal with moments of frustration ➤ Being present with clients ➤ Accepting imperfections and mistakes ➤ Be willing to address any transference issues ➤ Be willing to change, accept feedback, work, and grow
WE DO NOT:	<ul style="list-style-type: none"> ➤ Assume clients will fail ➤ Get upset when they fail ➤ Give up on clients when their journey is challenging ➤ Take things personally ➤ Expect perfection ➤ Expect immediate change ➤ Get angry when a client displays symptoms of their mental illness ➤ Shame or blame clients
ACTION PLAN:	<ul style="list-style-type: none"> ➤ Starting Recovery Coordinator meetings talking about Strengths/Accomplishments ➤ Ending Recovery Coordinator meetings on a positive note ➤ Starting Community meetings with questions about Strengths/Accomplishments ➤ Ending groups with gratitudes ➤ Being honest with clients ➤ Being honest with ourselves ➤ Dealing with transference and projection through consultation and outside counseling ➤ Smiling ➤ Starting and ending our days with gratitudes, positive statements – such as 'Good Morning' ➤ Staff will create and utilize an evaluation tool that is available for clients to complete in writing and on-line
BARRIERS:	<ul style="list-style-type: none"> ➤ Fear ➤ Not being morning people ➤ Our own personal issues outside of work ➤ Feelings of vulnerability ➤ Shame
EVALUATION TOOL:	<ul style="list-style-type: none"> ➤ Recovery Coordinators will schedule and implement a monthly group for clients to evaluate TH's adherence to all 6 principles related to TH's Commitment to Recovery. <ul style="list-style-type: none"> ✦ Staff will provide opportunities for clients to complete the monthly evaluation in writing (as needed) ✦ Clients will use this group time to complete the survey on-line as well ✦ For those clients who need computer training, this time will be used to assist clients with computer skills development ➤ This group will be scheduled on the last Friday of each month ➤ Staff will review all surveys and use feedback as a guide to direct staff training and development

SUPERVISORS:

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| <ul style="list-style-type: none"> • WILL PROVIDE AND ENCOURAGE TRAINING & CONSULTATION | <ul style="list-style-type: none"> • Provide weekly consultation |
| <ul style="list-style-type: none"> • ACKNOWLEDGE GROWTH, LEARNING, INCLUDING SMALL STEPS! PROGRESS NOT PERFECTION! | <ul style="list-style-type: none"> • Provide positive feedback – acknowledge growth |