

Changing Agency Culture for Recovery: Critical Elements

**International Recovery Perspectives:
Implications – Innovations – Implementation
November 16-17 2006,
University of Toronto, Ontario**

Steven J. Onken

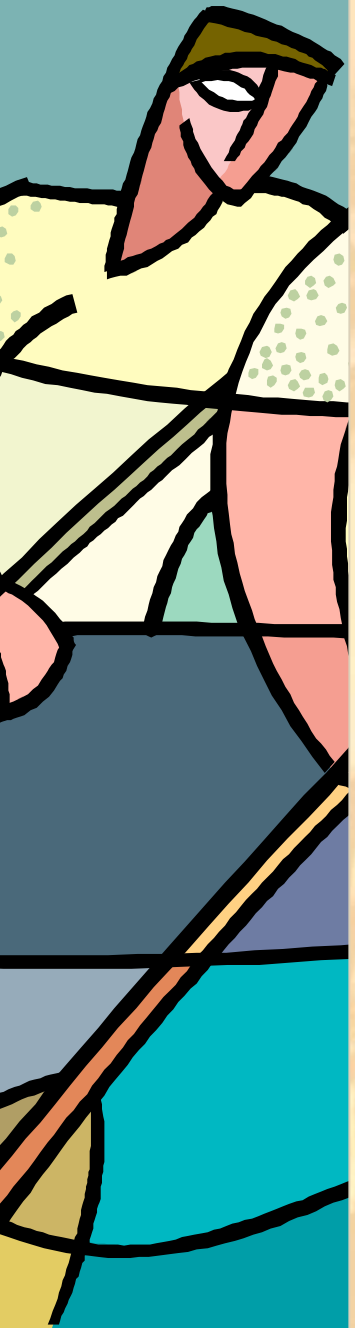
Contributors:

Catherine M. Craig

Priscilla Ridgway

Ruth O. Ralph

Judith A. Cook

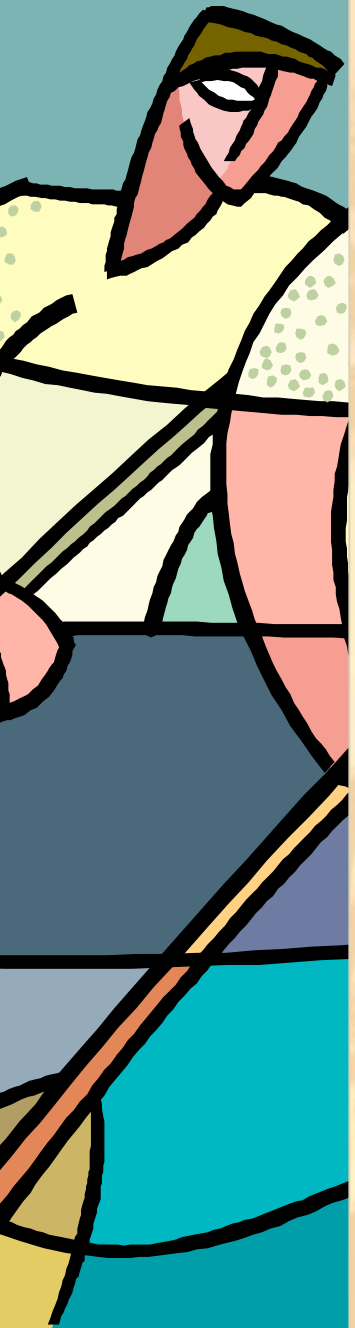


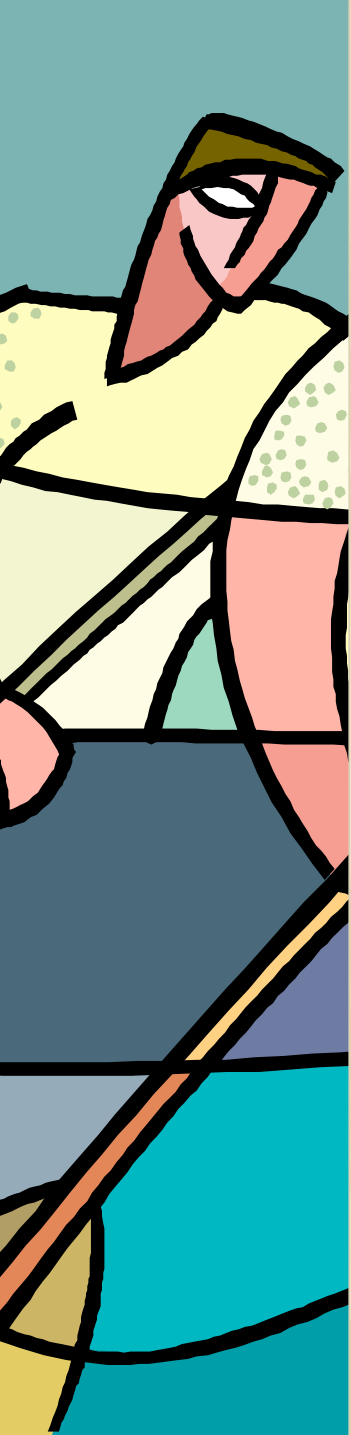
Our Research Findings:

- Recovery as the ongoing, interactional process/ personal journey and outcome of restoring a positive sense of self and meaningful sense of belonging while actively self-managing psychiatric disorder and rebuilding a life within the community.

Recovery Actualization

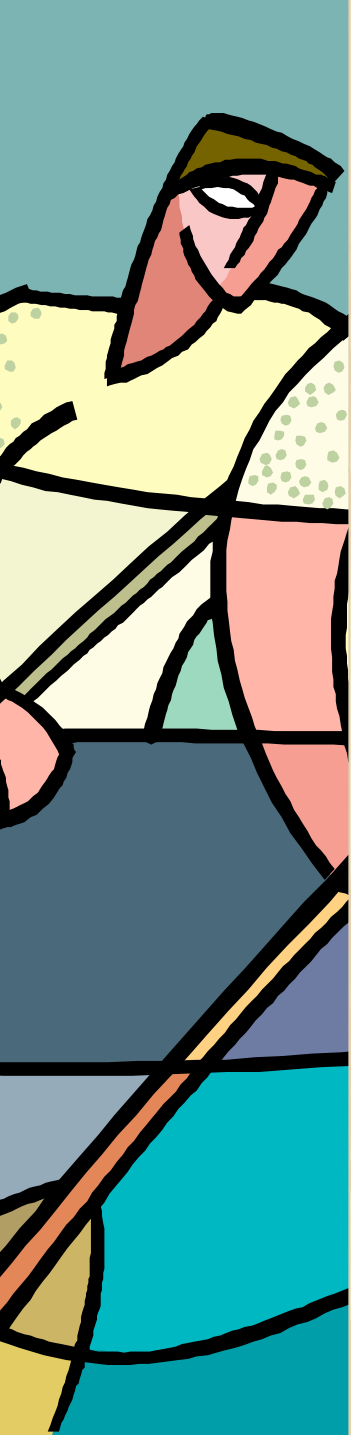
- **Ecological Framework**
 - Occurs within and builds upon the characteristics of the individual, the environment & the exchange
 - A threefold strategy:
 - Building Recovery Knowledge, Skills and Competencies in the Individual
 - Facilitating Recovery Enhancing Environments
 - Social/Emotional Supports
 - Instrumental/Material Supports
 - Promoting Empowering Exchanges





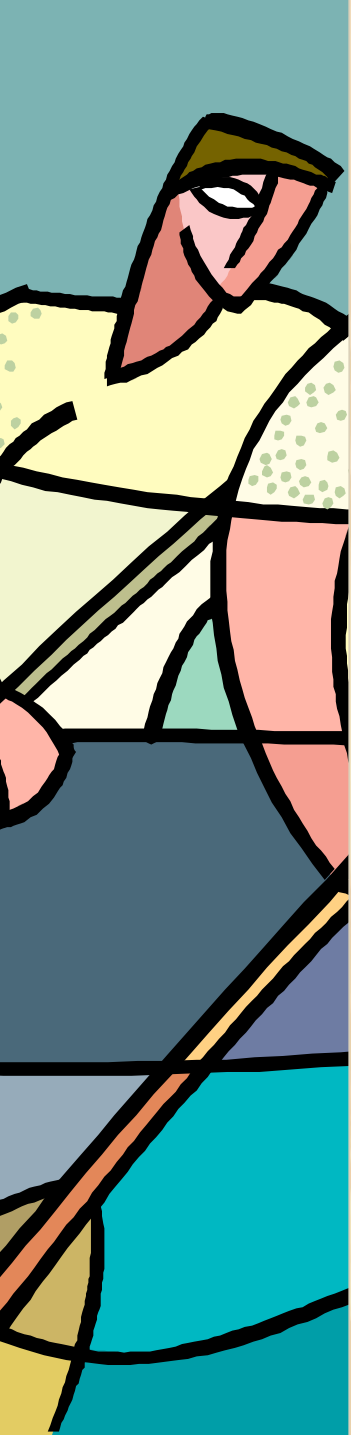
Recovery as Change Process

- Positive change is possible and we are capable of change
 - **First Order – the unit**
 - **Second Order – the system**
- **Transtheoretical Change Model (Prochaska & DiClemente, 1983)**
 - **Precontemplation**
 - **Contemplation**
 - **Preparation**
 - **Action**
 - **Maintenance**
 - **Set Back**



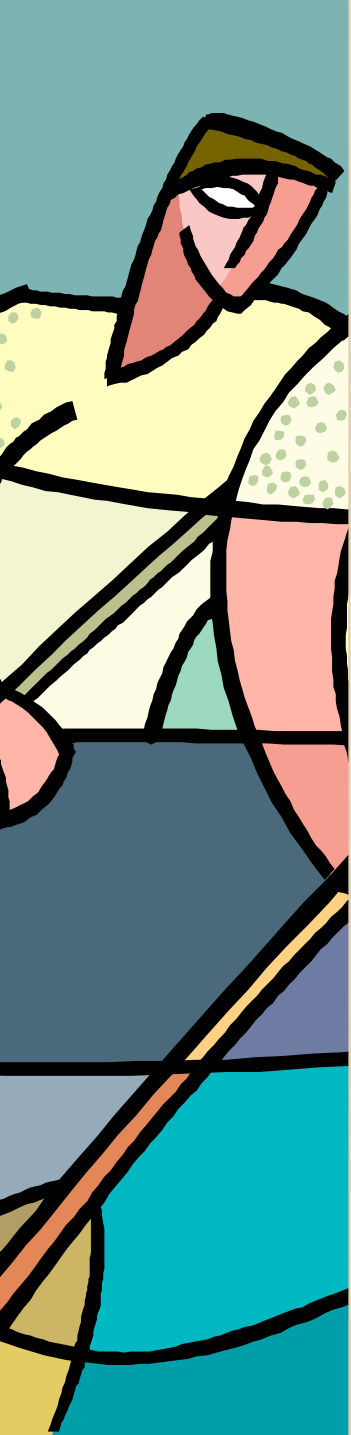
Person-Centered Elements of Recovery

- Hope
- Sense of Agency
- Self-Determination
- Meaning and Purpose
- Awareness and Potentiality



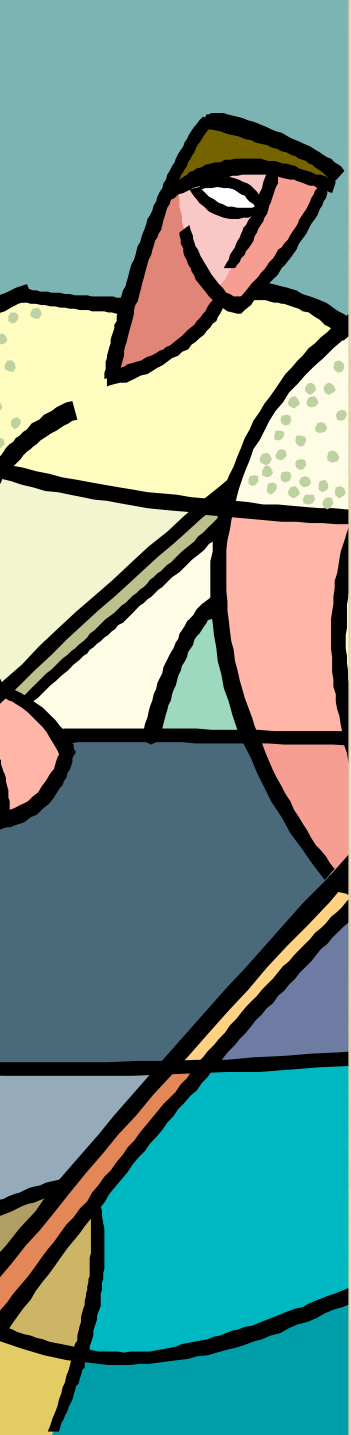
Re-Authoring Elements of Recovery

- Coping
- Healing
- Wellness
- Thriving



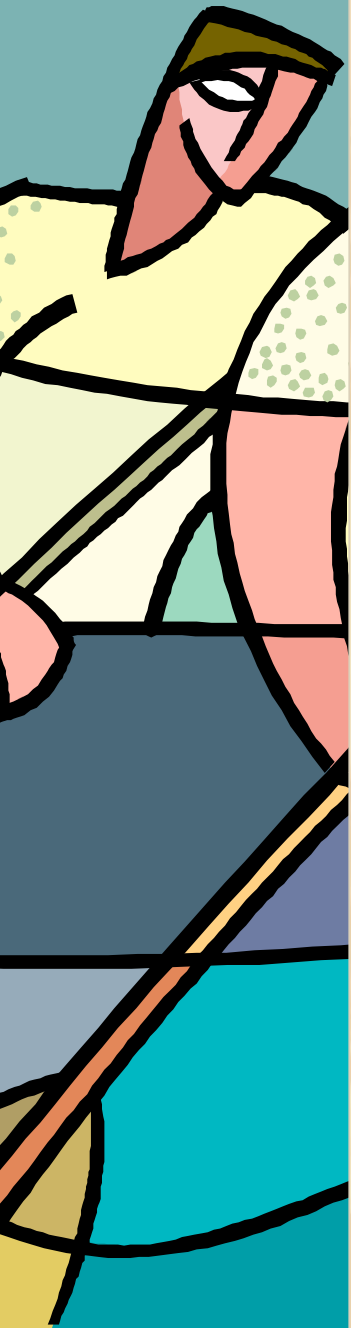
The formal service system largely overlooks the central experience of **trauma** in psychiatric disorder

- A trauma sensitive and healing culture is one of:
 - **Belonging**
 - **Safety**
 - **Openness**
 - **Participation**
 - **Citizenship**
 - **Empowerment**



Community-Centered Elements of Recovery

- **Social Connectedness/Social Relationships**
 - **Relationships that Work**
 - **Peer-to-Peer Connections**
- **Social Circumstances/Social Opportunities**
 - **Capacities Approach (Nussbaum)**
 - **Substantial Freedoms (Sen)**
 - **Stigma and Discrimination**
- **Social Inclusion/Integration**



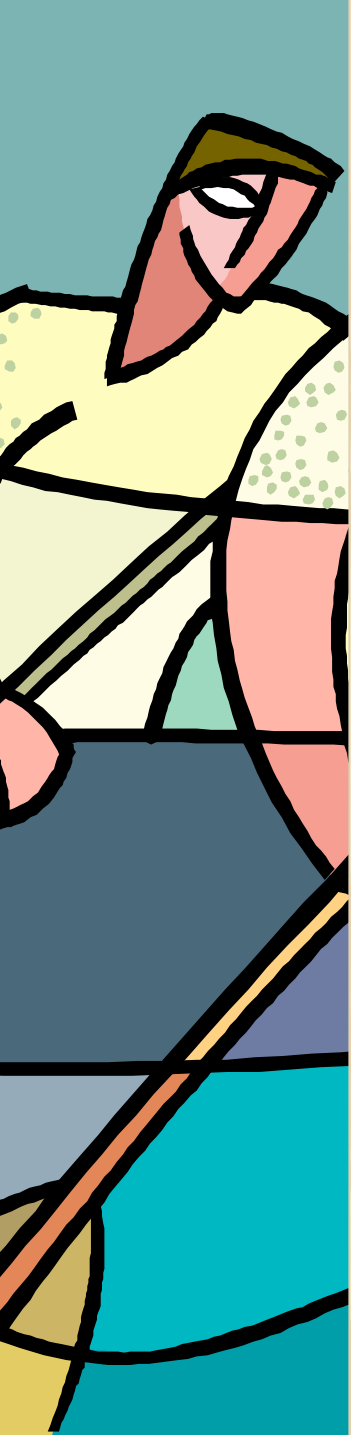
Main Thrust of 3 Decades of Empirical Research: **Its the Relationship**

- Customizing the Relationship to Match, Adapt and Respond to:
 - Coping Style
 - Stages of Change
 - Expectations
 - Resistance
- Attention to the Alliance/Relational Bond
- Empathy
 - Sensitive ability and willingness to understand the person's thoughts, feeling and struggles
 - Positive regard
 - Congruence/Genuineness
 - Feedback
 - Self-disclosure
- Goal Agreement & Consensus on tasks

Cultural Competence and Responsiveness

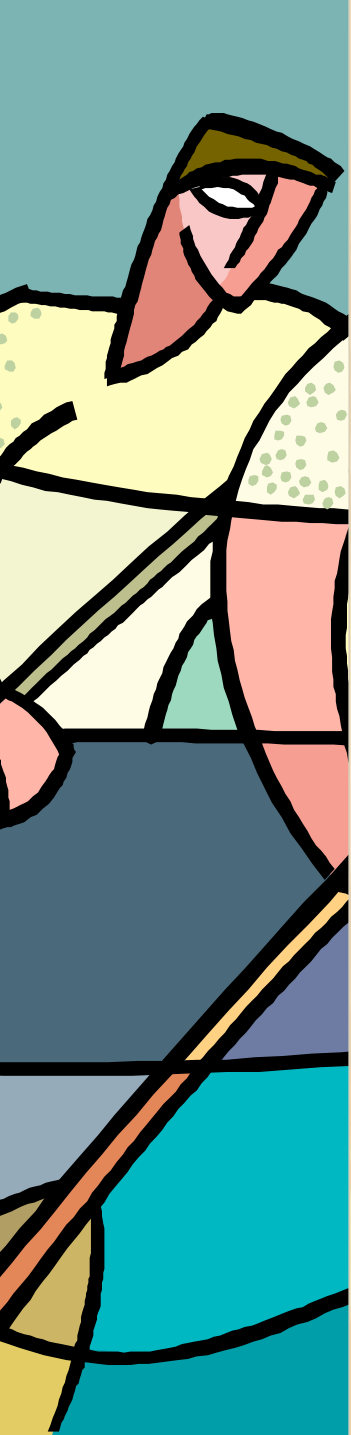


- **At the heart of person-centeredness**
 - **Account for heterogeneity within and across cultures**
 - **Account for homogeneity within and across cultures**
- **Preference for participation may vary based on culture**
 - **Sense of agency may be family (birth or choice), tribe or other network form**
 - **There are instances in which person-centered could mean more provider facilitation**



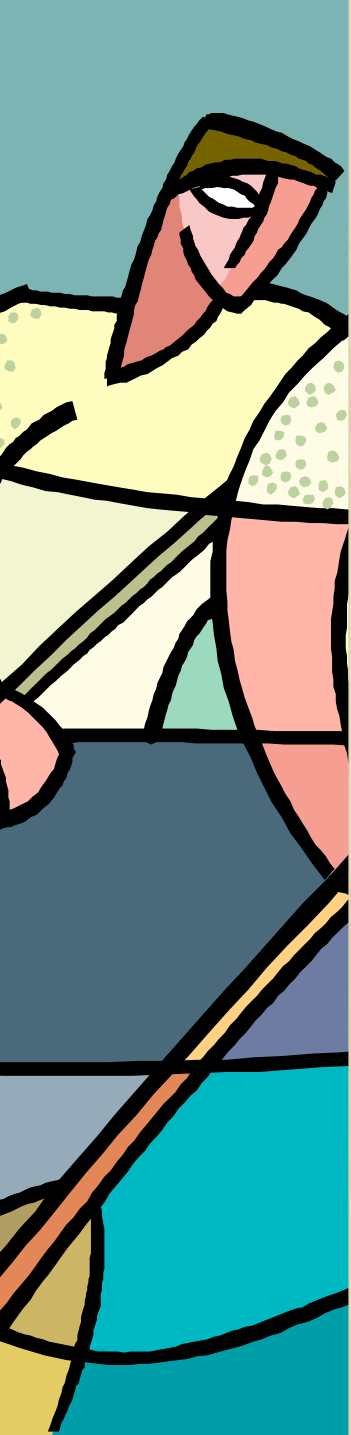
Capacities Approach (Nussbaum)

- Everyone possesses capacity
- Capacity fosters action
- Enabling social circumstances and opportunities must be in place in order to develop and exercise the person-based capacity to act



Basic Material Supports

- **Human Rights**
 - **International Declaration of Human Rights**
- **Substantial Freedoms (Sen)**
 - **Basic Needs – Life, Bodily Health, Bodily Integrity**
 - **Reason, Emotion, Imagination**
 - **Social Connectedness: Affiliation, Social Respect**
 - **Nature and Play**
 - **Citizenship: Political and Material Control**



Exchange-Centered Elements of Recovery

- Choice among Meaningful Options
 - Risk Taking
- Social Functioning and Social Roles
 - Interdependence
- Power and Growth
 - Vital Engagement