

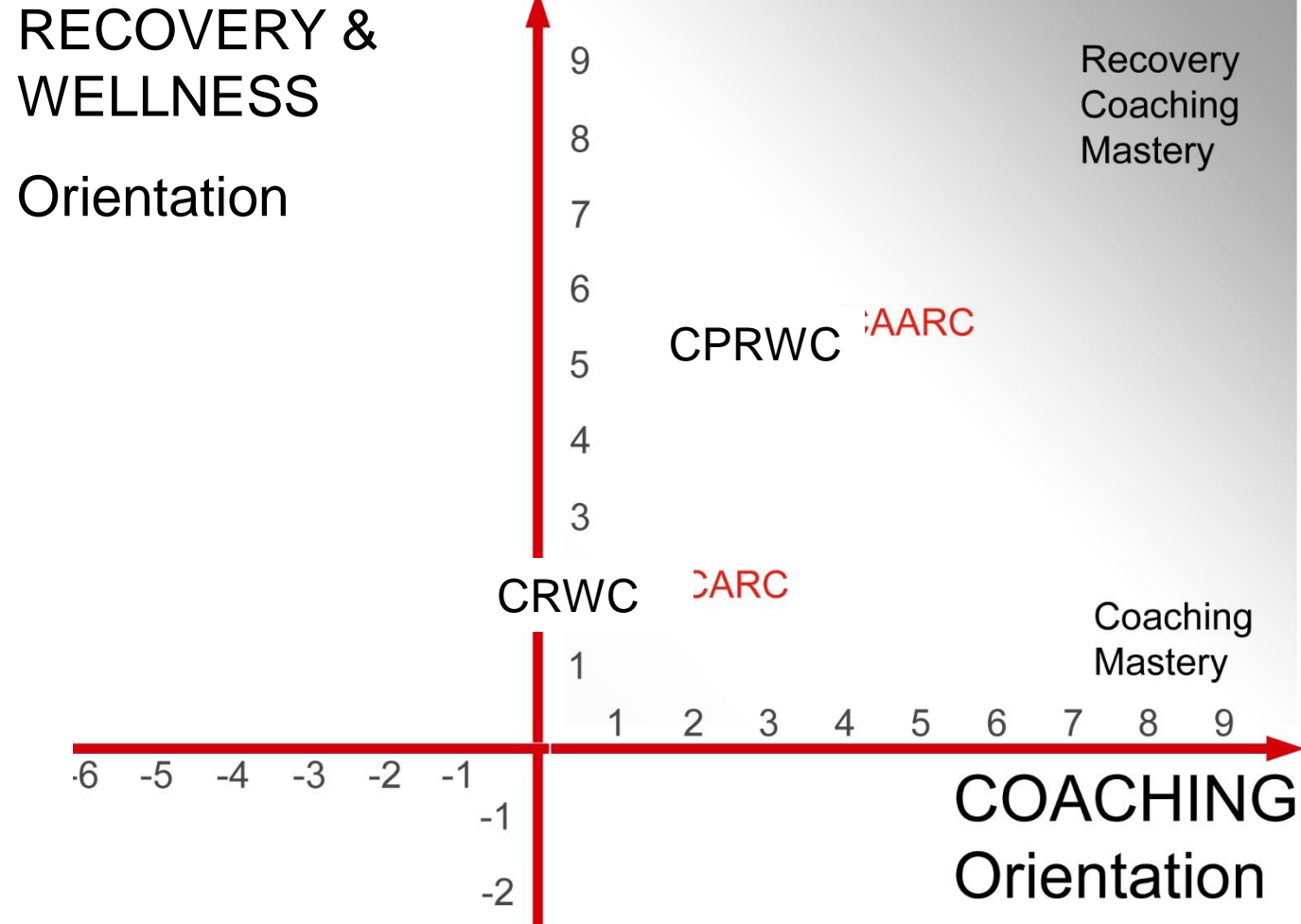
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In order to effectively Coach
You need competence in both :

Recovery & Wellness Orientation
&
Coaching Orientation

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Recovery Coaching Grid



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RECOVERY & WELLNESS ORIENTATION

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- Contains common components & principles but is defined by the relevant speciality (i.e Diabetes, Substance Misuse etc)
- Speciality influences emphasis on components

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Recovery & Wellness Orientation

KNOWLEDGE DOMAINS

1. Understand and recognize the full continuum of development of the condition (Substance Misuse, Diabetes, etc)
2. Knowledge of approaches to prevention of the condition

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Recovery Orientation

KNOWLEDGE DOMAINS cont/

3. Knowledge of the process of the condition as it relates to peoples goals, choices, preferences and readiness for change
4. Knowledge of recovery and wellness support services, resources and systems of care appropriate/relevant to the condition

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Recovery Orientation

BEHAVIOURS

1. Focuses on a 'wellness' not an 'illness' / medical / disease model
2. Understands, respects and supports multiple pathways of recovery to wellness
3. Actively avoids stigma, discrimination and its associated language

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Recovery Orientation

BEHAVIOURS cont/

4. Collaborates & supports (rather than directs and coerces) recovery and wellness development at individual and community level
5. Supports and engenders individuals personal empowerment, self-direction & self-responsibility
6. Integrates respectful mutual aid (peer driven) where appropriate

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Recovery Orientation

BEHAVIOURS cont/

7. Focuses on individual strengths and is person centred
8. Understands, respect and supports Holistic and Non Linear approaches to developing Recovery and Wellness
9. Actively promotes Hope as a tangible vital component of Recovery and Wellness

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COACHING ORIENTATION

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Coaching Orientation

KNOWLEDGE DOMAINS

1. Knowledge of recovery and wellness coaching principles / foundations and theories
2. Knowledge of foundational and advanced coaching skills
3. Understands the principles of the Recovery & Wellness Coach – Client relationship / agreement
4. Understands and recognises the stages of change

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Coaching Orientation

BEHAVIOURS

1. Can create an ongoing Recovery & Wellness Coach – Client relationship / agreement
2. Can appropriately apply coaching principles / foundations and theories
3. Can appropriately use foundational / advanced coaching skills
4. Can appropriately use coaching skills within the context of the stages of change

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Coaching Orientation

BEHAVIOURS cont/

5. Engages with and receives coaching supervision from appropriate coach supervisor
6. Can use coaching skills, tools and approaches appropriately across the whole continuum of their speciality
7. Engages with coaching orientated self-development and continuous professional and personal development on an ongoing basis