

# IRWCCB

## Certified Recovery & Wellness Coach (CRWC)

### Job Task Analysis – CRWC Performance Domains

A Certified Recovery and Wellness Coach (CRWC) is anyone committed to promoting recovery and wellness from a CRWC speciality by connecting *clients* with recovery and wellness support services designed to build recovery and wellness capital, generate individualized recovery options and assist *clients* to remove barriers to recovery and wellness.

The CRWC role is intended to be non-clinical since it does not involve counselling or treatment interventions; diagnosis and assessment; or other medical, psychiatric or psychological services. The CRWC role focuses on the tasks, skills and knowledge required to provide helpful and effective recovery and wellness coaching and emphasizes linking *clients* with individualized recovery and wellness support services and resources to enhance recovery.

All individuals can play an important role in promoting recovery and wellness and as a result, the CRWC credential is not limited to those in recovery from the CRWC speciality. Personal recovery, lived experiences, and wellness bring a unique and significant benefit to *recovery and wellness coaching*. Since the *person being coached* should be the decision maker in all aspects of the coaching relationship, it is ultimately up to them to determine the background, experience and recovery status of a CRWC supporting their recovery.

The recovery and wellness coaching relationship is based upon mutual respect, trust and honesty with the central task of meeting the person receiving coaching where they are in their recovery and wellness process, identifying the recovery goals of the *person receiving coaching* and assisting them to achieve their goals. It is the responsibility of the CRWC to ensure *clients* are fully informed of and consent to the scope, limitations, requirements and nature of the *recovery and wellness coaching* relationship.

Recovery is an individualized process of change designed to eliminate the negative and harmful impacts of the CRWC speciality condition while increasing health, wellness, and purpose. The CRWC should always respect a *person receiving coaching's* definition and goals for recovery keeping in mind that they are in recovery when they say they are in recovery.

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All recovery pathways should be valued and respected by a CRWC regardless of differences, individual philosophy, treatment modality, religious affiliation or recovery orientation.

***The following definitions are used to guide the CRWC certification process:***

***Client:*** anyone interested in, seeking or maintaining sustained recovery from a CRWC speciality

***Recovery and Wellness Coach:*** anyone interested in or committed to recovery and wellness coaching

***Certified Recovery and Wellness Coach :*** anyone that has completed the certification process and is actively certified as a Certified Recovery and Wellness Coach

***Recovery and Wellness Partnerships:*** any proactive and supportive relationship designed to promote recovery and wellness

***Recovery and Wellness Coach Supervisor:*** an experienced Recovery and Wellness Coach that is specifically trained to provide mentorship, consultation, assistance and coaching for recovery and wellness coaches.

## **Certified Recovery and Wellness Coach (CRWC)**

### **CRWC PERFORMANCE DOMAINS**

- I. Recovery from CRWC speciality condition
- II. Recovery and Wellness coaching
- III. Recovery and Wellness Education
- IV. Ethical Responsibility

### **DOMAIN I: RECOVERY FROM CRWC SPECIALITY CONDITION**

**Task 1** - Promote recovery and wellness by utilizing compassionate, empowering, hopeful and optimistic strategies

**Task 2** - Utilize strategies to build recovery and wellness capital and reduce risk associated with their condition

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**Task 3** - Understand and respect multiple pathways of recovery to wellness and embrace a recovery and wellness orientation

**Task 4** - Recognize individualized needs and assist *clients* to connect with diverse recovery modalities, recovery support and treatment services

**Task 5** - Understand and recognize the full continuum of development of the relevant speciality condition

**Task 6** - Knowledge of Recovery-Oriented Systems of Care (ROSC) and the role of a Recovery and Wellness Coach

## **DOMAIN II: RECOVERY AND WELLNESS COACHING**

**Task 1** - Utilize stage-specific change strategies and coaching techniques that enhance motivation, establish rapport, build trust and facilitate change

**Task 2** – Develop with the *client* a comprehensive understanding of the *recovery and wellness coaching* relationship including the shared expectations, goals, limitations and requirements of the relationship

**Task 3** - Recognize a *client's* strengths and assets as well as their need for individualized support options by utilizing recovery and wellness asset mapping and other strategies to determine need and interests

**Task 4** - Develop recovery and wellness plans based upon the clients preferences, goals and strengths and where possible include family members and significant others involved in the recovery to wellness process

**Task 5** - Navigate systems of care including recovery and wellness support services, behavioural health treatment providers, medical providers, state/regional agencies, entitlements, criminal justice, child welfare, basic needs, education, employment and other systems as needed

**Task 6** - Develop recovery and wellness partnerships with recovery and wellness support and other service providers

**Task 7** - Recognize a potential crisis situation and respond appropriately

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## DOMAIN III: RECOVERY EDUCATION

**Task 1** - Provide education to each client about the process of the development of the relevant speciality condition and recovery as it relates to their goals, choices, preferences and readiness for change

**Task 2** - Provide information to the community about recovery from the condition to reduce stigma, end discrimination and encourage recovery and wellness partnerships

**Task 3** - Provide information about the benefits of healthy behaviours by offering information and basic education to support positive change, health and wellness

**Task 4** - Share positive and helpful information about recovery and wellness and encourage others to do the same

**Task 5** - Maintain current knowledge of recovery and wellness support services, resources and systems of care

**Task 6** - Provide information that encourages prevention of the condition and related behaviours, mental health promotion, and wellness

## DOMAIN IV: ETHICAL RESPONSIBILITY

**Task 1** - Adhere to the IRWCCB Code of Ethical Conduct and Disciplinary Procedures

**Task 2** - Recognize and maintain appropriate boundaries and ensure dual relationships do not negatively impact the *recovery and wellness coaching* relationship

**Task 3** - Share information about a client only when they are present for and authorize disclosure *OR* obtain written consent that complies with appropriate local and national law

**Task 4** - Maintain knowledge of and adhere to all local and national regulations regarding mandatory reporting, confidentiality, record keeping and consent procedures

**Task 5** - Seek ongoing regularly scheduled consultation & coaching from a ***Recovery and Wellness Coach supervisor***

**Task 6** - Recognize the importance of self-care and personal wellness

**Task 7** - When working with a client avoid any activities outside the scope of the CRWC role including self-help group roles, medical/psychiatric advice, and spiritual advisor

**Task 8** - Avoid conflicts of interests, exchange of goods and services, potential exploitation and financial arrangements not in the best interest of the *client*