



Core Competency 1:

The Concepts of Hope, Recovery, and Wellness



Introducing Your Facilitators

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Accessibility (Housekeeping)

Please state your name before speaking

Are you able to access the following:

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- live transcription
- for privacy, blur background/ add virtual background
- camera
- hand raising / alt + y
- closed captioning
- file sharing

Expectations

- Attend all days of training **w**ith no absences
- **A**ctively participate in discussions and role plays
- Complete all hom**e**work assignments.

Because this training is for employment in the **w**orkforce, participants are also expected to:

- Be at their computers, in a **w**ork friendly and confidential **e**nvironment
- **S**how their face on-screen
- **I**dentify self **w**ith first and last names and (optional) gender identifiers

Community Agreements



Session Topics:

- What is a Peer Support Specialist
- Recovery
- Available Treatment Options Across the Lifespan and Impact
- Techniques for Working With a Peer Experiencing Substance Use Challenges
- Wellness - 8 Dimensions of Wellness



Session Objectives:

- Define **what** a Peer Support Specialist is and identify aspects/qualifications.
- Identify best practices of Peer Support Specialists.
- Recognize the role of mutuality, peer self disclosure, and peer listening in peer support.
- Learn the basics of the Helper Therapy Principle.
- Understand **how** hope and recovery compliment each other and **how** recovery is a lifelong journey.



Session Objectives (Cont'd):

- Understand the **recovery** model and other approaches to **recovery**.
- Learn about the harm reduction model.
- **Identify** available treatment options and the impacts of substance abuse across the lifespan.
- **Identify** techniques that can be used **when working with** a peer **with** substance use challenges.
- Give examples on the intersectionality of the 8 Dimensions of Wellness and **how** they manifest in our **lives** as peer advocates.



Topic 1: What Is a Peer Support Specialist?



Painted Brain defines a Peer Support Specialist as an **individual who has lived experience with mental illness or substance abuse** and who uses that experience to promote recovery.

The following are aspects/qualification of a Peer Support Specialist:

- Self-disclosure of mental illness/substance use that builds resilience in a **way** that focuses on and is beneficial to the peer engaging in services.
- Willingness to provide assistance and support to others similarly impacted by mental illnesses or substance use.

A Peer Support Specialist is someone who can offer support and tools that **help the peer in recovery** with coping strategies that support life experiences and mental illnesses. Peer Support Specialists provide consensual, individualized, and ongoing guidance, coaching, and support to **ensure self-determination for peers**.



Before you can begin to build skills for speaking out and taking action for yourself or others, you need to **understand and educate yourself about yourself** so that you can identify how your characteristics interact with advocacy that promotes hope & recovery. If you overlook your own inner guidance as a source of wisdom, you may overlook someone else's inner guidance, too. If you do, your course of action may prove to be less than helpful.



Peer Support Staff:

- Leverage their lived experience to assist others in recovery
- Openly share their recovery stories
- Identify that recovery begins with self-advocacy
- Use self-disclosure
- Provide non-clinical, strengths-based support
- Create a safe work environment
- Acknowledge the need to understand a peers' unique life experiences, perceptions, and worldviews



Peer Support Staff (cont'd):

- Engage in **advocacy**, linkage to resources, sharing of experience, **community** and relationship building, group facilitation, **skill-building**, mentoring, and goal setting
- Provide tools and/or knowledge that help their self-driven perspective



Peer Support Staff (cont'd):

- Identify peers' needs for resources in all aspects of treatment, recovery, and wellness
- Visit community resources with peers when requested
- Encompass a range of facilitation techniques using digital learning skills and training interaction



Peer Support Specialist

An Individual who is 18 years of age or older, who has **self-identified as having lived experience** with the process of recovery from mental illness, substance use disorder, or both, either as a consumer of these services or as the parent or family member of the consumer, and who has been granted certification under a county peer support specialist certification program.



Mutuality

“Peer support [is] a flexible approach to building mutual, healing relationships among equals, based on core values and principles.”

—Substance Abuse and Mental Health Services Administration
(SAMHSA)

Peer Support Specialists assist in **supported decision making** with the understanding that the peer is the one **who will** make the decision about their treatment.



Peer/Self-Disclosure:

Disclosing one's mental illness is a **very** personal, subjective decision.

Factors to consider before self-disclosing may include the following:

- Understanding **your own** condition
- Disclose to someone **you** trust first
- It is **your choice** **when** to disclose and under **what** circumstances
- It is important to feel safe **when** self-disclosing
- It is important not to disclose information unless it may be beneficial for the peer – so **always** ask **yourself** **why** you're disclosing

Stigma affects individuals on a daily basis, and being vocal about mental illness and substance use reduces that stigma. Our role as Peer Support Specialists is to be **open, honest and upfront about the many ways mental illness and/or substance use have impacted us**, and to be a source of support and resources for peers seeking to get started on their journey to recovery.



Active Listening

Active listeners **ask open-ended questions** to learn more. They **paraphrase and summarize** what the peer was saying to make sure they fully understood. They practice **non-judgmental listening** by setting aside their own biases or points of view. Lastly, they demonstrate patience by focusing on the other individual instead of their own thoughts.



6 Techniques of Active Listening:

- Paying attention
- Withholding judgement
- Reflecting
- Clarifying
- Summarizing
- Sharing



The Helper Therapy Principle

This principle suggests that when an individual (the “helper”) provides assistance to another individual, the helper may also benefit. Benefits of this practice may include:

- Creating opportunities for individuals to improve their physical health, mental health, and self-esteem
- When individuals help others, or even perceive they are helping others, they may feel good about themselves in ways that improve their mental health, physical health, and functioning.



Conflict Resolution

It's natural for disagreements to arise, and a Peer Support Specialist's job is to ensure that conflicts do not escalate. While disagreement is natural, it isn't appropriate to tolerate disrespectful or threatening behaviors.



How to Listen to Better Understand One Another

- Letting everyone speak and be heard
- Encourage active listening
- Encourage empathetic listening



Topic 2: Recovery



Exercise: What Is Recovery?

Discuss the following within the larger group:

- What does recovery mean to you? (Jamboard)



What Is Recovery

Painted Brain recognizes that the use of person-first language supports recovery. Person-first language helps peers **understand that they are not their mental illness or substance use.**

This separation of a peer from illness and/or substance use provides hope, and hope and recovery go hand-in-hand. **Recovery is greatly aided by the concepts of hope and optimism.**



Everyone Can Recover

Unlike past beliefs about mental illness and substance use, peers today understand that **recovery is a personal and lifelong process**. The road to recovery looks different for each individual, but Painted Brain strongly believes that **recovery is possible for everyone**.



Recovery Model (Adopted by California)

California's recovery model focuses on an individual's ability to **regain control** of their mental health/substance use symptoms and **live a fulfilled life** of their choosing while living with a mental illness or substance use challenge. The recovery model focuses on **building resilience** in individuals living with mental illnesses.



The Recovery Model Focuses on the Following Approaches to Recovery:

- Hope
- Empowerment
 - Autonomy
 - Courage
 - Responsibility
- Meaningful Role



Additional Approaches:

- Person-centered
- Nonlinear
- Strengths-based
- Respect
- Peer support



Harm Reduction Model

Harm reduction is an approach that **emphasizes engaging directly** with individuals who use drugs to prevent overdose and infectious disease transmission, **improve the physical, mental, and social wellbeing** of those served, and offer low-threshold options for accessing substance use disorder treatment and other health care services. ⁵



Mental Health Services Act - Prop 63

“It is designed to expand and transform California’s behavioral health system to better serve individuals with, and at risk of, serious mental health issues, and their families.” [Source](#)



Topic 3: Available Treatment Across the Lifespan and Impact

The most effective treatment option across the lifespan is **person-centered** and ensures that the individual in recovery is actively involved every step of the way.

Types of treatment available:

- | | |
|--|--|
| <ul style="list-style-type: none">● Inpatient rehab● Outpatient rehab● Detoxification● Sober living homes | <ul style="list-style-type: none">● Addiction treatment● Medications● Intervention● Faith-based treatment |
|--|--|



Support Groups

- | | |
|--|---|
| <ul style="list-style-type: none">● 12 step programs● Alcoholics anonymous● Narcotics anonymous● SMART recovery | <ul style="list-style-type: none">● Al-Anon/Nar-Anon● Addiction Counselors● Peer support groups |
|--|---|



Impacts of Substance Abuse Across a Lifespan

A life stage perspective is necessary for development of age appropriate strategies to address substance use disorders (SUDs) and related health conditions in order to produce better overall health and wellbeing.



Youth

The teen and young adult years are **vital to healthy cognitive function** as an adult, so it is important to maintain a strict level of healthy behavior during these years. **Drug abuse** can impact the brain's ability to function in the short term as well as **prevent proper growth and development** in the long term.



Substance Abuse Affects the Youth's Brain Development By: ¹⁰

- Interfering with neurotransmitters
- Reducing the ability to experience pleasure
- Creating problems with memory
- Causing missed opportunities during a period of heightened learning potential
- Ingraining expectations of unhealthy habits into brain circuitry
- Inhibiting development of perceptual abilities



Adults

Adulthood has the highest rate of associated medical conditions (e.g. cancer, sexually transmitted infection, heart disease) and mental health conditions (e.g. bipolar disorder, generalized anxiety disorder, antisocial personality disorder).



Older Adults

Older adults may be more likely to experience mood disorders, lung and heart problems, or memory issues. Drug abuse can worsen these conditions, exacerbating the negative health consequences of substance use. Additionally, the effects of some drugs (like impaired judgment, coordination, or reaction time) can result in accidents, such as falls and motor vehicle crashes.



Topic 4: Techniques for Working With a Peer Experiencing Substance Use Challenges

Different approaches are more appropriate and effective for different individuals, depending on their age, type of addiction, and the factors that contributed to their addiction. **There is not a one-size fits all solution.** Therapeutic techniques include:

- Cognitive Behavioral Therapy
- Dialectical Behavior Therapy
- The Matrix Model

- Eye Movement Desensitization and Reprocessing Therapy
- Motivational Therapies



Interpersonal techniques include:

- | | |
|---|---|
| <ul style="list-style-type: none">● Learn and understand about the individual illness● Connect and advocate for the individual's treatment program● Support in building the individual's social support network | <ul style="list-style-type: none">● Acknowledge healthy changes● Be alert for possible relapse and suicidal ideation● Practice self-care and take one step at a time (Peer Support Specialist and Peer) |
|---|---|



Topic 5: Wellness/8 Dimensions of Wellness



Wellness is an **active process of increasing awareness** and actively making choices towards a **healthy and fulfilling life** for everyone. The Peer Support Specialists helps the peer in clarifying their interests, goals, strengths, and any barriers to wellness they may experience.



Peer Support Specialists are individuals in recovery and may experience secondary trauma. Secondary trauma is emotional distress that results when an individual hears about the trauma of another individual.



Triggers

Triggers are **external events** or circumstances that may produce very uncomfortable emotional or psychiatric symptoms, such as anxiety, panic, discouragement, despair, or negative self-talk. It is important to **become more aware of your triggers** and to develop plans to avoid or deal with triggering events, thus **increasing your ability to cope** and stopping the development of more severe symptoms.

Trauma, Secondary Trauma, or Re-traumatization Symptoms & Signs

- | | |
|---|---|
| <ul style="list-style-type: none">● Unwanted and painful memories of the event/story● Dreams or flashbacks of the event/story● Avoidance of things that remind you of the traumatic event/story | <ul style="list-style-type: none">● Frequent emotional outbursts● Engaging in self-destructive and reckless behavior (such as substance abuse) |
|---|---|

Trauma, Secondary Trauma, or Re-traumatization Symptoms & Signs (Cont'd)

- | | |
|--|--|
| <ul style="list-style-type: none">● Flashbacks and nightmares● Anxiousness or fear● Difficulty concentrating● Trouble sleeping● Fatigue● Mood swings● Irritability | <ul style="list-style-type: none">● Social isolation and avoidance● Overall intense negative emotions● Inability to control emotions● Strong physical reactions to triggers |
|--|--|

Exercise: What Is Wellness?

Discuss the following within the larger group:

- What does wellness mean to you? (Jamboard)

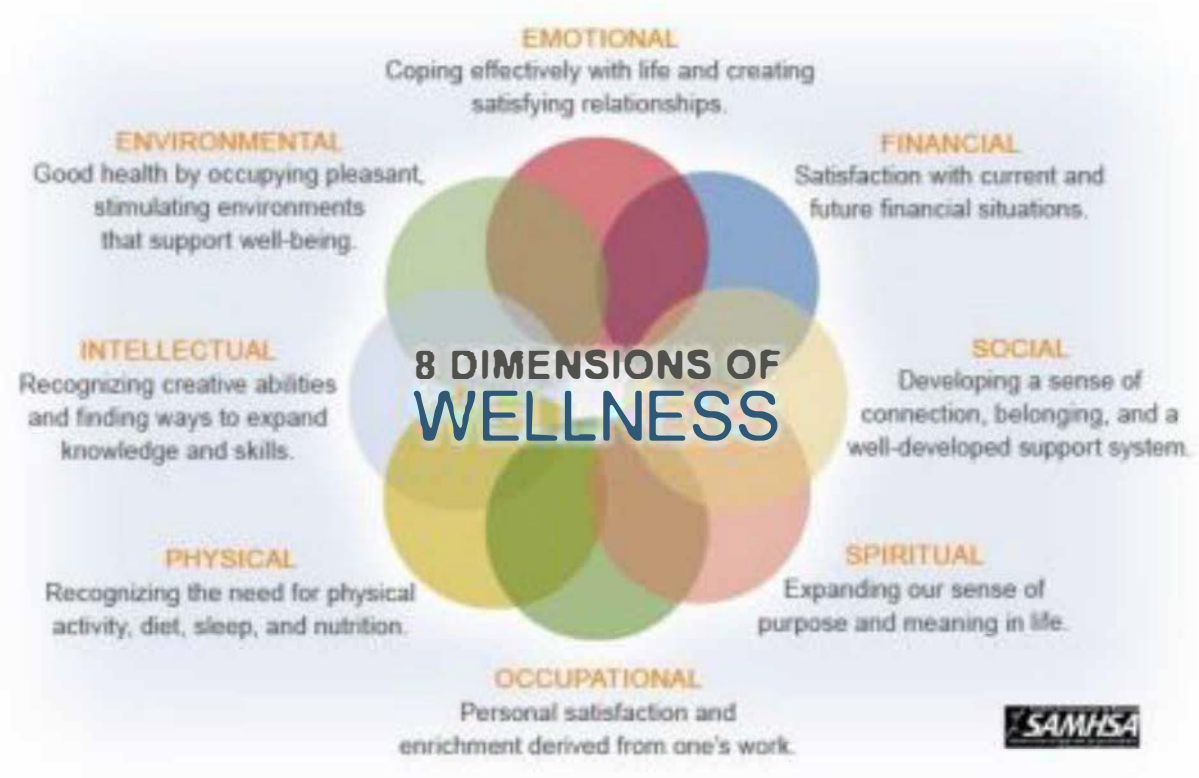


Painted Brain utilizes SAMHSA's 8 Dimensions of Wellness as a model for obtaining a better, balanced, and more holistic lifestyle. Elements of wellness include:

- Emotional
- Social
- Spiritual
- Physical

- Intellectual
- Occupational
- Financial
- Environmental





Activities and Role Play: Self-Advocacy Skills

Instructions: Work in groups of three, each participant will practice each role. Once the activity has ended, have each group report back to the larger group. Listeners will use the Evaluation Check-list of the Listener form (see manual) to record responses.

Activities and Role Play: Self-Advocacy Skills (Cont'd)

Speaker: Talk about a problem or conflict that you are having or have had with another person (friend, family member, teacher, coworker, etc.).

Listener: Utilize the 6 active listening skills of paying attention, withholding judgment, reflecting, clarifying, summarizing, and sharing to explore the problem that the speaker is describing.

Evaluator of the Listener: Observe the discussion and evaluate the listener on their active listening skills using the list in your manual.



Q&A/Evaluation Form

Please click on the link below to complete the evaluation form for today's training:

<https://hipaa.jotform.com/222355629098161>

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