Addiction and Leadership: How Authentic and Transformative Leaders are Emerging from the Adversity of Addiction

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Presented by: Jason Roop, PhD and Eric Carter, PhD

Learning Objectives

- Identify characteristics in clients that can help improve levels of commitment and optimism for the recovery journey through providing purpose and meaning.

- Coordinate therapeutic efforts which incorporate the positive personality and character traits of clients, thereby increasing levels of self-confidence while reducing shame and guilt.

- Increase client self-awareness and understanding of how and why their behavioral patterns are reflective of natural capabilities which are socially acceptable, and how following those cues can improve recovery outcomes.
Addiction and Leadership Research Studies

Addiction and leadership: How authentic and transformative leaders are emerging from the adversity of substance use disorder

Jason Roop, Ph.D*
Executive Director of Technology Training Center, Adjunct Professor of Business, Campbellsville University, USA

Research Methodology

Initial Study
- Included 15 participants collected over 3-year period
- Interviews, Focus Groups, Observations, Field Notes
- Identified top characteristics of Leaders and those with SUD
- Data revealed 21 themes

Current Study
- 324 Participants
- 21 themes honed down to 10 traits found in active addiction
- Utilized to create assessment survey of 63 total questions
- 4 prominent traits—resilience, creativity, gratitude, self-awareness

Research Team: Dr. Jason Roop, Dr. Eric Carter, Dr. Dan Phillips, Brian Privett, J.D.
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The 10 Leadership Traits found in Addiction

- Resilience
- Tenacity
- Determination
- Empathy
- Appreciation
- Motivation
- Self-Awareness
- Emotional Intelligence
- Authenticity
- Creativity

TRAIT-BASED MODEL OF RECOVERY

- Trait Assessment Tool
- Dynamic Learning Process
- Self-Discovery
- Future focused
- Goal Directed
- Evidence Based

Leadership Academy
- Relationship Building
- Flexible Leadership
- Transformative Leadership
- Community Engagement
- Business Ventures
- Social Initiatives

Entrepreneurial Opportunities
Solution-Focused Therapy
Trait Identification
The Traits and their *Shadows*

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<thead>
<tr>
<th>Trait</th>
<th>Shadow</th>
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<tbody>
<tr>
<td>Empathy</td>
<td>Manipulation</td>
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<tr>
<td>Resilience</td>
<td>Stubbornness</td>
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<td>Tenacity</td>
<td>Need for Control</td>
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<td>Determination</td>
<td>Obsessiveness</td>
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<tr>
<td>Authenticity</td>
<td>Fear of Rejection</td>
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The Traits and their *Shadows*

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<td>Narcissism</td>
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<td>Insensitivity</td>
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<td>Creativity</td>
<td>Detachment</td>
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TRANSFORMATIONAL LEADERSHIP/SELF ACTUALIZATION

Con Side - Traits used to maintain addiction

Addiction/Struggle - Must exploit leadership traits to maintain addiction

Traits

Pros

Empowerment/Struggle - Through dynamic asset based recovery

Cons

Deficit

Century of Contradiction

Contradictions have to be worked out in asset-based recovery model/context. These contradictions cannot be resolved simply through understanding but rather through practice (treatment in action).

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Tree of Traits

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GRIT

Determinations

Tenacity

Resilience

BALANCE

Creativity

Authenticity

Emotional Intelligence

Self-Awareness

GRACE

Empathy

Appreciation

Motivational

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Overview of the Trait-Based Model of Recovery

40 Lessons (8 Modules; 5 lessons each)

- Module 1 – Who am I?
- Module 2 - The Shadowlands
- Module 3 – Self-Leadership
- Module 4 – Finding Balance (Health and Wellness)
- Module 5 – Journey into Community
- Module 6 – Transformational Leadership
- Module 7 – Professional Skills
- Module 8 – Entrepreneurship and the Journey Ahead

Overview: Trait-Based Model of Recovery

Recovery strategies based upon strengths, not deficiencies

Dynamic model which connects recovery to resources

Person-centered and evidence-based approach
Benefits of Building on Strength

The Trait-Based Model of Recovery is focused upon empowering people to support their own self-directed path of recovery. In doing so, the person is supported so they can reach their full potential.

Benefits of Building on Strength

- This approach is distinct from other authoritarian approaches to treatment where the individual is prescribed a rigid path of recovery, in addition to a narrow definition of what successful recovery means.
Why our Starting Point Matters

• Instead of employing the traditional model which emphasizes problems and failures; the trait-based approach allows practitioners to acknowledge that every individual has a unique set of strengths and abilities that he/she can rely on to overcome problems.

Why our Starting Point Matters

The trait-based approach aligns itself with the notion of mental health recovery by focusing on person’s ability and helping develop confidence to embark on the journey of recovery with hope and purpose.
Why our Starting Point Matters

- Studies show that strength assessments are linked to positive recovery outcomes, improved behavioral patterns, and life satisfaction.

- All environments contain resources that can help individuals develop their strengths.

Why our Starting Point Matters

• This approach builds upon a positive perspective which translates into improved self-confidence, understanding, and momentum for the recovery journey.
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**TRAIT IDENTIFICATION**

*Main Strategies*

- Assessments, Meditation, Therapy
- Connect to Community
- Communication

**SOLUTIONS-FOCUSED THERAPY**

*Main Strategies*

- Therapy focused on solutions and action
- Brief and affordable
- Develops critical thinking and empowerment

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LEADERSHIP ACADEMY
(Main Strategies)

- 60-Day curriculum with 100 hours of content
- Theory and Practice
- Transformative and Authentic Leadership

ENTREPRENEURIAL OPPORTUNITIES
(Main Strategies)

- Business, Nonprofit, and Social
- Fosters creativity and relationships
- Community Based

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Quotes from Participants

“Finding our purpose in life and in recovery begins with finding out who we are. This model will enable men and women to discover their strengths so they can rise above addictive thinking and behaviors and become productive members of society.”

-Kristi Y

Quotes from Participants

“This model has given me the opportunity to dig deeper within myself and realize that I have what it takes to be a leader. The qualities have always been there, and it may have taken a while, but it helped me reach my potential.”

-Cody M.
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Quotes from Participants

“I think it is very beneficial to people in recovery, especially in early recovery, to be shown that they have always had the skills and traits to be successful in life and to be a leader. If we apply these skills in the proper way, we can not only make it, but thrive in life. This is what is shown throughout out the trait-based model.”

- Brad F.

Quotes from Participants

“Overall, I think the Trait based model of recovery is a great tool that almost everyone in recovery can relate to. It gives people in recovery a different platform to use than what is offered to us now. It helps us to relate to others on a personal level and brings awareness to those who are yet to see their full potential. You will discover your strengths and weaknesses so that you grow stronger for yourself and those around you.”

- Josh F.
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The Leadership Traits found in Addiction

“It’s like a superhero that goes from the dark side to the good side. They didn’t lose their superpowers, they just stopped using them for crappy reasons.”

TEDX Speaker, Author, CEO, Person in Recovery

What this Means

- Changes how we view Addiction
- Show that successful recovery can build upon the positive qualities of individuals, enhancing levels of commitment, empowerment, and purpose.
- Broadens external partnership opportunities for treatment providers in resource development
- Provides a structured and effective approach to leadership development within the treatment setting
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Website and Articles – Links and QR Codes

Addiction and Leadership: How Transformative Leaders are Emerging from the Adversity of Substance Use Disorder’ - https://www.addictiontherjournal.com/articles/jatr-aid1022.pdf

‘Unexpected Heroes: How People in Addiction Recovery can help solve the crisis of The Great Resignation’

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