Developing the Framework for a Recovery-Oriented Workplace Culture

Presented by: MacKenzie Phillips, MPH; Sarah Shapiro; Nicole Knight, PRS-S
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**Agenda**

- Background and History
- Components of a Recovery Supportive Workplace:
  - Narrative Therapy
  - Cultural Competency
  - Stigma Free Workplace
  - Peer-Led Interventions
- Strategies to Support Employees in Recovery
- Self Reflection

**Learning Objectives**

- Learn the framework to develop a recovery supportive workplace.
- Understand the components of narrative therapy.
- Understand the benefits of a culturally competent staff.
- Self-reflect on existing beliefs and learn different pathways to recovery.
- Feel equipped to champion for a recovery-oriented system of care in your own community, beginning with your workplace.

**Interactive presentations are the best!**
Please ask questions and engage throughout the presentation. We want to hear from you!
About Thrive

A Brief Overview

Thrive Peer Recovery Services provides mental health and substance use services to self-identifying individuals in Ohio. We support people on their journey and enable them to achieve independence and long term recovery. We strive to be the gold standard of evidence-based peer support recovery and comprehensive continuing care.

Thrive's History:
Leadership and Recovery Culture

"For many of us experiencing mental health challenges and illnesses, recovery – the practice, the philosophy and the hard work – is not just a word, but an actual process. Recovery is made possible by having a safe space to be ourselves, and to find friends, family and peers who know and understand our experiences, it’s nurtured when our voices are heard, and we get to speak our stories of courage and resilience. Recovery is about hope."

- Shana Calixa, Northern Initiative for Social Action

2014: Continuing Care Gap Identified
2016: Ascent Solution
2018: Partnership with Thrive Behavioral Health
2019 - 2022 Substantial Growth

2015: Sober Grid Concept
2017: ThriveED in MetroHealth
2019: Opioid Settlement Awarded

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Modeling Recovery in the Workplace

Components of a Recovery Supportive Workplace

- Narrative Therapy
- Cultural Competency
- Stigma Free Workplace
- Peer Led Interventions
- Recovery Friendly Policies
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**Narrative Therapy**

- Definition
- Narrative therapy in the workplace
- Value
- Skill practice exercise

**PRINCIPLES IN ACTION:**

**NICOLE’S STORY**

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**Cultural Competency**

1. *Become aware* of your own beliefs and biases
2. *Change* your beliefs and attitudes
3. *Gain knowledge* about the beliefs others hold
4. *Develop skills* to interact with diverse backgrounds

- Four components
- Diverse staff and experiences
- Individualized treatment approaches
- Self reflection exercise
Stigma-Free Workplace

"Stigma is a process by which the reaction of others spoils normal identity."
Erving Goffman

Words matter
Set the example
All staff education
Embracing all pathways
Resource availability

Peer-Led Interventions

Identify your workplace champions
Mentorship Program
Recovery topic meetings
Self-identifying strengths and skills
Peer-led professional development
Peer Council
Engagement & Inclusion Committee
Recovery Friendly Policies

- Reflect an understanding and respect for both peers and recovery
- Recovery oriented language
- Progressive: non-abstinence based
- Treatment rather than dismissal
- Buy in from all departments

Strategies to Support Employees in Recovery

- Self Care
- Check Ins with Staff
- Workplace Approach
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Workplace Approach to Recovery

- Unique orientation structure
- Attending each other's leads
- Community events focused on recovery
- Sharing our experiences
- Work events supportive of recovery
- Continual questioning and improvement