

RECOVERY COACH

MANY PEOPLE DO NOT UNDERSTAND WHAT A RECOVERY COACH IS OR WHAT IT ALL CAN ENTAIL:

Recovery Coaching is an ongoing professional relationship that supports individuals who are considering (or may be in) recovery from addictions to produce extraordinary results in their lives, careers, businesses, or organizations — while advancing their recovery from addiction.

Recovery Coaches affirm that there is innate health and wellness in each of our clients. We hold our clients creative and resourceful. We do not promote or endorse any single or particular way of achieving or maintaining sobriety, abstinence, or serenity or of reducing suffering from addiction. Our focus is on coaching our clients to create and sustain great and meaningful lives.

Through the process of Recovery Coaching, clients deepen their learning, improve their performance, and enhance their quality of life. In each meeting, the client chooses the focus of conversation, while the coach listens and contributes observations and questions. This interaction creates clarity and moves the client toward action. Recovery Coaching accelerates the client's progress in recovery by providing greater focus and awareness of choices, actions, and responsibility. Coaching concentrates on where clients are now and what they are willing to do to enjoy a better tomorrow.

The Recovery Coaching process recognizes that results are a matter of the client's intentions, choices, and actions taken toward building a strong foundation and creating a life worth staying healthy for, supported by the coach's efforts and application of the coaching process.

Coaching is intended for those who want to reach a higher level of performance, satisfaction or learning. People who feel they've lost time to addiction are especially eager to do well and enjoy life. They make committed and enthusiastic coaching clients.

Coaching focuses on the present and future, and in coaching the question is what can be done today to move the client forward toward their goals and the realization of their vision.

“Recovery is getting back some sort of order in your life, the disease is in remission- it's not a cure- it has to be maintained daily.”

“Recovery is somewhere people think they’re going to get to and you’ll never get there.”

“I don’t think you ever recover from it, it’s learning how to manage it, stay abstinent & become a productive member of society.”

“you’re never recovered, I mean, it’s always ‘gonna be back there.”

“I think recovery’s a process. Um... for me, it’s just always trying to better myself. Um... and realizing that there may not be an end point, but just a... you know, they always say, like, sometimes it’s better to go through it than to get there.”

“I’m still on this journey because there is hope, you know. There is not a cure. But there is hope.”

“And I keep myself in the right, atmosphere or attitude or what not because there is a whole lot to recovery, you know. It ain’t just getting sober and staying clean. It is like you gotta do a lot of work.”

Coaches may tell clients what behavior is expected. Simply stated, be clear about the behavior and the results you need to see. We are capable of asking open-ended questions to find solutions. Once you've clarified what you expect, we brainstorm with our client to generate options and right actions and we agree on a course of action and write it down. We help you identify the stakeholders. Resolving performance issues may require reporting out to others like your support system. So make sure you list the people you'll be sharing your results with. Coaches can define the consequences if expectations are not met. Now, this is highly situational. Whatever the consequence, you decide them and we will need to be clear and specific. Coaches create a follow-up structure for progress check ins. Remember, we are coaching for results (even recovery results) so it's not a one and done. We have as much accountability for our clients progress as they do. So to be successful

in recovery coaching conversations, we are skilled at clearing our head and do our best. Hold the perspective that all human beings are capable of course correction and change. This perspective will help us set a positive tone and focus on getting results that benefit you, your goals and your objectives. Coaches use skills such as praise, directness, objectivity, support and challenge, and lots of brainstorming, challenging assumptions and raising the stakes on accountability. Change is possible. If you use your coaching skills to challenge low performers to become the best version of themselves, they may surprise you.

Once coached our clients tend to be more confident and self-directed, they crave autonomy, and they have a low tolerance for mediocrity, and they loathe failure.

People in that work a program are coached correctly are going to expect that you have some of the same experiences, and capacities, and goals that they do. So number one, we establish very specific goals and metrics that challenge the heck out of our clients and review the impact of your coaching alliance frequently.

Lastly we can help them find people to coach. One of the best ways to engage a high performer is to use your coaching relationship as a model that your high performer can emulate with others. While coached you'll develop the capacity to move into and through difficult conversations and situations. And if you're really paying attention, you're going to find a great peer-to-peer transparency start to take shape. Now, what I mean by that is that the challenges your high performer in recovery takes on may have been ones that we have taken on too.