



### Session Two Pre-work Assignments

- Write down any questions you may have from reflecting on Session One to share with your facilitator.
- Complete the Recovery Coach Roles and Functions: Self-Assessment.
- Complete the Values and Differences exercise.
- Complete the Sharing Your Story exercise.
- Complete the Issues of Self-Disclosure exercise.
- Read "Sponsor, Recovery Coach and Addiction Counselor: The Importance of Role Clarity and Role Integrity" by William White.
- Read the Sexual Harassment Fact Sheet.

### Session Two Agenda

- ⇒ Building Skills
- ⇒ Values and Differences
- ⇒ Stigma and Labels
- ⇒ Sharing Your Story
- ⇒ Self-disclosure

Session Two Pre-work: Recovery Coach Roles and Functions: Self-Assessment

Rate yourself (1 to 10) on how strong your skills and/or knowledge are for each recovery coach role.

Recovery Coach Roles & Functions	Less Strong.....More Strong
<b>Motivator and Cheerleader:</b> Believes in capacity for change; motivates; encourages; celebrates.	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 <input type="checkbox"/>
<b>Ally &amp; Confidant:</b> Loyal; cares for recoveree; actively listens; stable & consistent; trustworthy.	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 <input type="checkbox"/>
<b>Truth Teller:</b> Provides honest and helpful information; offers suggestions; helps to identify patterns of behavior; does not sugar coat things	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 <input type="checkbox"/>
<b>Role Model and Motivator:</b> Offers one’s own life as an example of healthy living; shows how . . . walks the talk; provides stage-appropriate recovery information	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 <input type="checkbox"/>
<b>Problem Solver:</b> Identifies potential problem areas; assists recoveree to problem solve; does not tell the recoveree the right way but helps recoveree with options; non-judgmental	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 <input type="checkbox"/>
<b>Resource Broker:</b> Provides linkages to recovery community, treatment and other supports; knows system of care and how to navigate the system; has established contacts and recovery partnerships in the community	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 <input type="checkbox"/>
<b>Advocate:</b> “A” = Advocate for the recovery community; “a” = advocate for the recoveree; assists recoveree to protect his/her rights; acts as a representative for the recoveree when requested	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 <input type="checkbox"/>
<b>Community Organizer:</b> Helps establish a support network for recoveree; serves as a connector	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 <input type="checkbox"/>
<b>Lifestyle consultant:</b> Offers feedback on recovery lifestyle; “How’s that working for you?”; focuses on recovery and wellness; discusses healthy choices	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 <input type="checkbox"/>
<b>Friend and Companion:</b> An equal; peer-to-peer; reduced power differential	1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 <input type="checkbox"/> 10 <input type="checkbox"/>

Session Two Pre-work Assignment: Values and Differences

1. What are some of the attributes of the people that you find yourself drawn to?

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2. What are some of the attributes of the people you tend to try and avoid?

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3. Describe the thinking process you go through when someone disagrees or challenges you. How do you feel when this happens?

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4. How did you discover that people were different based on race, ethnicity, and culture? How did you discover that some races, ethnic groups and cultures are considered negative by others?

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5. Describe your most common feelings when you encounter people different from yourself. How do these feelings affect your interactions with them?

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Understanding the following will be helpful as you begin your role as a recovery coach:

- It is natural to have an affinity to some folks more than others.
- Pretending that we like all people the same does not allow for us to watch our verbal and non-verbal behaviors to make sure we are treating all people equally.
- Many of our values are deep seated and come from early life experiences.
- We need to be honest about our biases and work to overcome them.
- We need to remember that it is not the coach with biases that is a concern, because we all have biases. The real concern is the coach that believes he/she does not have any biases because this makes it impossible to watch for biases and how they may be harming our interaction with someone.

Session Two Pre-work Assignment: Sharing your Story

What does "sharing your story" mean to you?

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When you share your story, what do you usually include?

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List several situations where sharing your story would be a positive endeavor.

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Session Two Pre-work Assignment: Issues of Self-Disclosure

Indicate how helpful or harmful you think it would be for you to share each statement below within the context of a recovery coaching session. Before each number, write the number on the continuum (1 to 5) that best represents your thoughts about the appropriateness of that self-disclosure. Respond according to your own beliefs rather than to the way others might respond. Also, respond as if the disclosure were true for you.

1 – Very Helpful   2 – Helpful   3 – Not Helpful or Harmful   4 – Harmful   5 – Very Harmful

Topics I might share with the recoveree:

- \_\_\_\_\_ 1. Feelings of anxiety or uncertainty about what's happening in the conversation.
- \_\_\_\_\_ 2. Doubts about my competence in being a coach.
- \_\_\_\_\_ 3. Doubts about my expertise in some of the material I am talking about.
- \_\_\_\_\_ 4. Anger toward someone I am coaching.
- \_\_\_\_\_ 5. Feeling happy about the progress that we are making.
- \_\_\_\_\_ 6. Special feelings or connections with someone I am coaching.
- \_\_\_\_\_ 7. That I am HIV positive.
- \_\_\_\_\_ 8. That I am a member of Gamblers Anonymous.
- \_\_\_\_\_ 9. The admission that I have conflicts with the recovery process of the person I am coaching.
- \_\_\_\_\_ 10. My boredom with someone I am coaching.

What were the factors that you thought about when deciding whether the situation was harmful or helpful?

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## Session Two Pre-work Assignment: Sexual Harassment Fact Sheet

- ⇒ Sexual harassment is a form of sex discrimination that violates Title VII of the Civil Rights Act of 1964.
- ⇒ Unwelcome advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when submission to or rejection of this conduct explicitly (or implicitly) affects the individual's employment, unreasonably interferes with an individual's work performance or creates an intimidating, hostile or offensive work environment.
- ⇒ Offenders can be other volunteers, staff and/or supervisors.
- ⇒ Sexual harassment does not have to be intentional.
- ⇒ Sexual harassment is subjective.
- ⇒ The victim, as well as the harasser, may be a man or woman. The victim does not have to be of the opposite sex.
- ⇒ Examples of sexual harassment can include, but are not limited to:
  - Jokes
  - Teasing
  - Comments about physical appearance or body parts,
  - Touching (brushing, pats, hugs, rubs, pinches, etc.)
  - Staring
  - Gestures
  - Excessive letters, email and text messages
  - Outright assault or rape
  - Quid pro quo – demanding sexual favors in exchange for a promotion, raise, etc.
- ⇒ The harasser's conduct must be unwelcome. It is helpful for the victim to directly inform the harasser that the conduct is unwelcome and must stop. The victim should report any incidents to a supervisor who will formally document all complaints.
- ⇒ Prevention is the best tool to eliminate sexual harassment.

Counselor, Coach or Sponsor

	Addiction Counselor	Recovery Coach	12-Step Sponsor
1. Foundational Knowledge	Emphasis on formal education (theory and science); vetted by the profession	Emphasis on experiential knowledge and training; vetted by the community	Emphasis on experiential knowledge; vetted by reputation within a community of recovery
2. Organizational Context	Works within organizational hierarchy of treatment organization & with direct supervision	Organizational settings span treatment organizations, allied service organizations and recovery community organizations; varied degree of supervision	Minimal hierarchy and no formal supervision
3. Service/Support Framework	Works within a particular organizational treatment philosophy	Works across multiple frameworks of recovery via choices of those with whom they work	Works within beliefs and practices of a particular recovery fellowship
4. Service/Support Relationship	Significant power differential; extreme separation of helper/helpee roles; explicit ethical guidelines; high external accountability	Minimal power differential; ethical guidelines being developed; moderate external accountability	Minimal power differential; support is reciprocal; relationship governed by group conscience; no external accountability
5. Style of Helping	Formal, personally guarded and strategic	Variable by organizational setting but generally personal and informal	Informal, open and spontaneous

	Addiction Counselor	Recovery Coach	12-Step Sponsor
6. Use of Self	Self-disclosure discouraged or prohibited	Strategic use of one's own story; role model expectation	Strategic use of one's own story; role model expectation
7. Temporal Orientation	Considerable focus on past experience	Focus on present: What can you do today to strengthen your recovery?	Variable by fellowship and stage of recovery of sponsee
8. Duration of Service/Support Relationship	Brief and even briefer	Measured in months or years (via sustained recovery checkups)	Variable but can span years
9. Role of Community in Recovery	Intrapersonal & interpersonal focus; minimal focus on ecology of recovery; minimal advocacy	Focus on linking to community resources and building community recovery capital; significant advocacy work	Intrapersonal & interpersonal focus; minimal focus on ecology of recovery; minimal advocacy
10. Documentation	Extensive and burdensome	Minimal but growing	None
11. Money	Works as paid helper; client or third party pays for service	Works in paid or volunteer role; service may be paid for by person being coached or a third party	Provides support only as part of one's own service work; no fees paid to sponsor or recovery fellowship