



WEST VIRGINIA

PEER RECOVERY

Support Services Conference

Addressing the Opioid Crisis with Peer Recovery Support Services

Ethics & Boundaries for Supervisors

C4

Meaningful Trainings

Framing Imagination. Building Intention. Sustaining Wonder.

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Agenda & Learning Objectives

Definitions & Considerations

Recovery Concepts & Challenges

Roles & Goals

Questions & Practical Applications



Introduce Yourself

Finish this
sentence...



- **I think of supervision as...**



What Did You Hear?

- **Definitions?**
- **Perspective?**
- **Confusion?**



A Question of Ethics

- **How did you decide what to include or omit?**
- **What might you have shared in an interview or at dinner with close colleagues? Why?**
- **Who gets to decide exactly what to share?**

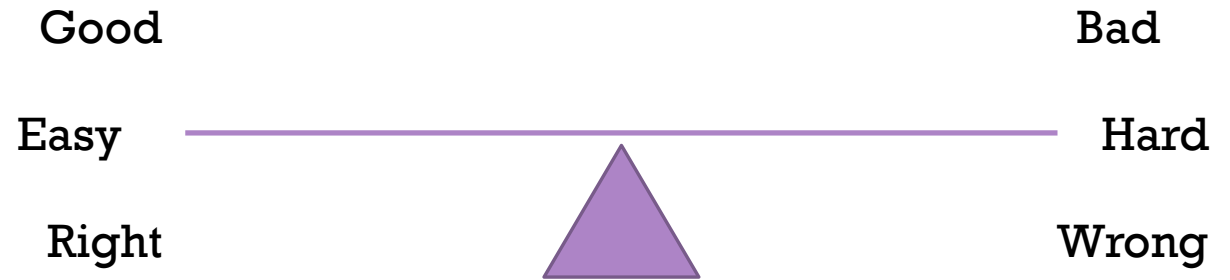
What are Ethics?

A set of internal considerations by which we make decisions everyday!



MORALS

BEST INTENTION



INTERNAL COMPASS

VALUES



Ethics – A Brief History



Great Grandfathers

Grandfathers

Why?

- ✓ Socrates, Plato, Aristotle
- ✓ Jesus, Aquinas, Kant, Mill, et. al.
- ✓ Good/Bad, Life/Death, Duty/Obligation, Interaction





Ethical Theories

Provide Guidelines for Ethical Behavior
aka

Help Individuals/Communities Figure Out
the Best Solution for Difficult Situations

Virtue – Character, Character, Character

Utilitarianism – Maximizing Happiness/Minimizing Suffering

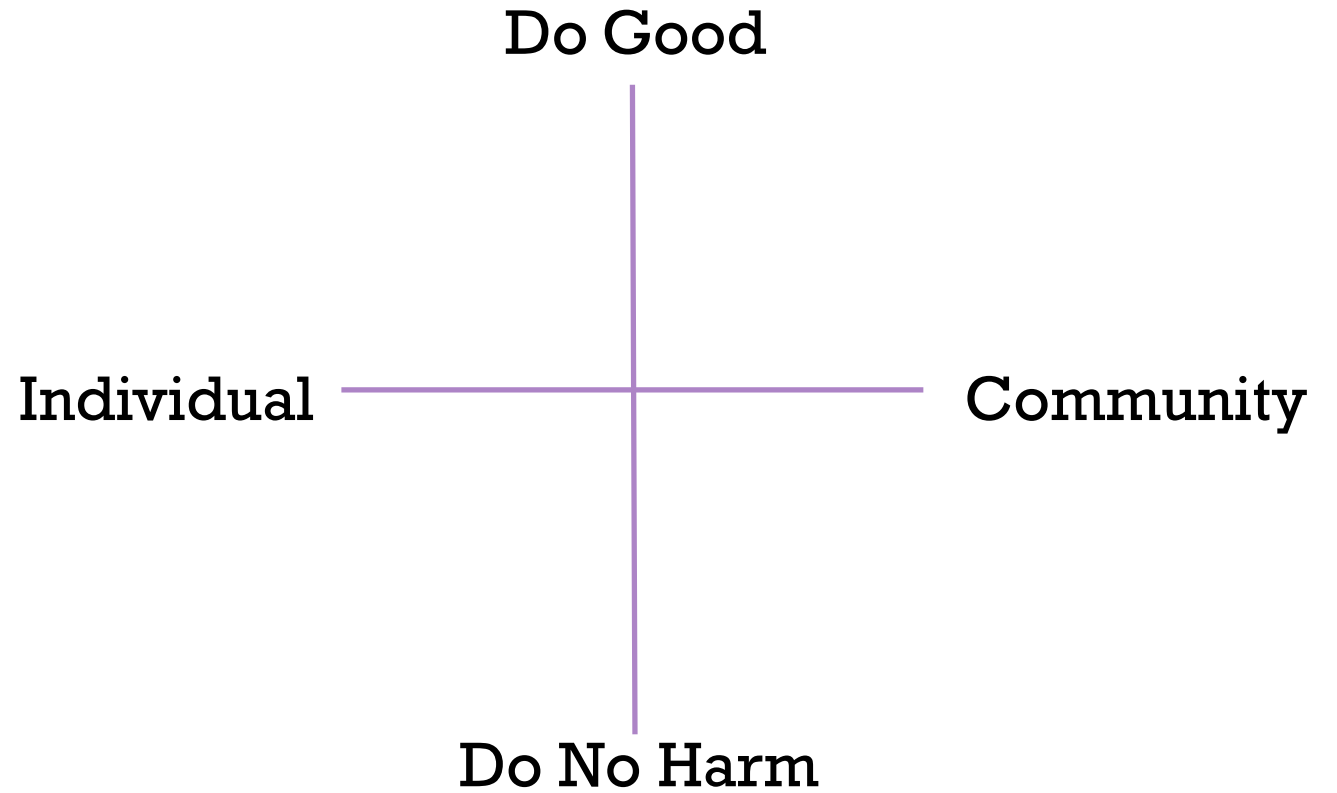
Kantian – “Right” Principles Overcome Animal Instincts

Care – Relationships, Relationships, Relationships



Ethical Decision Making

A process of discerning the “best” path forward that considers multiple perspectives



Recovery
is...



What is it
about
peers?

- Lived experience
- Non-clinical support
- Increased flexibility
- Decreased detachment

Benefits for recoveree?
Risks for organizations?



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Accepted
Concepts &
Practices

- Personal Story
- Support for Multiple Pathways
- Confidentiality
- Catalyzing Intrinsic Motivation
- Recovery Wellness Planning
- Authentic Relationships

Benefits for recoveree?
Risks for organizations?

Looking Back

William White
“Ethics of Competition”
Bloomington, MN



A Lesson from 1990



- **Unprecedented growth**
- **Community-based interventions and supports**
- **Loss of focus/passion**
- **Increased documentation**
- **High turnover**
- **Loss of consumer confidence**
- **Ethical lapses**

Learning from History

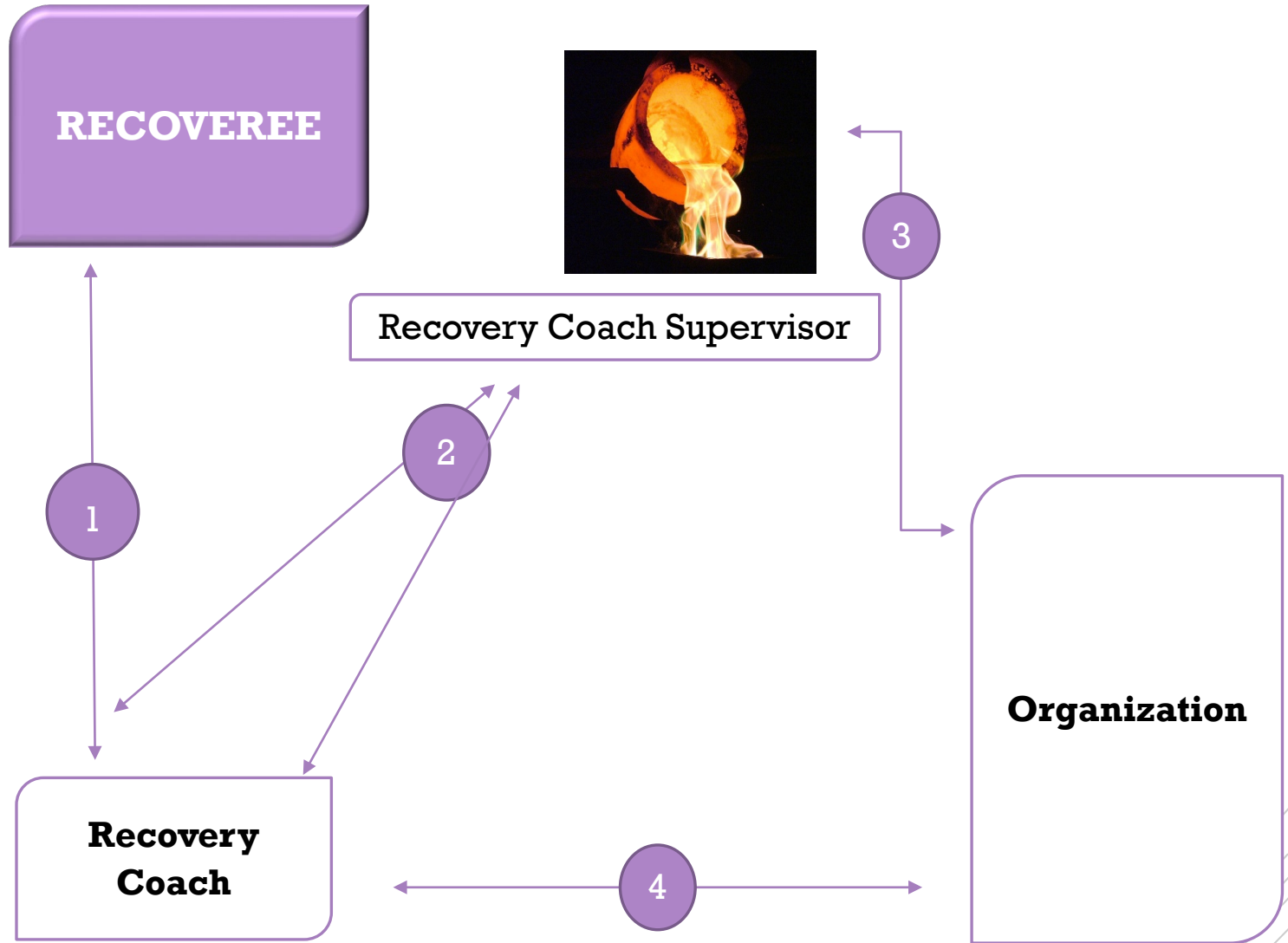


- **Recovery vision & values**
- **Internally-developed standards of operation & delivery**
- **Recoveree-centered services**
- **Broad adherence to conduct standards**
- **Shared definitions of success**
- **Stewardship of resources**
- **Collaborative relationships**

Where We Are TODAY

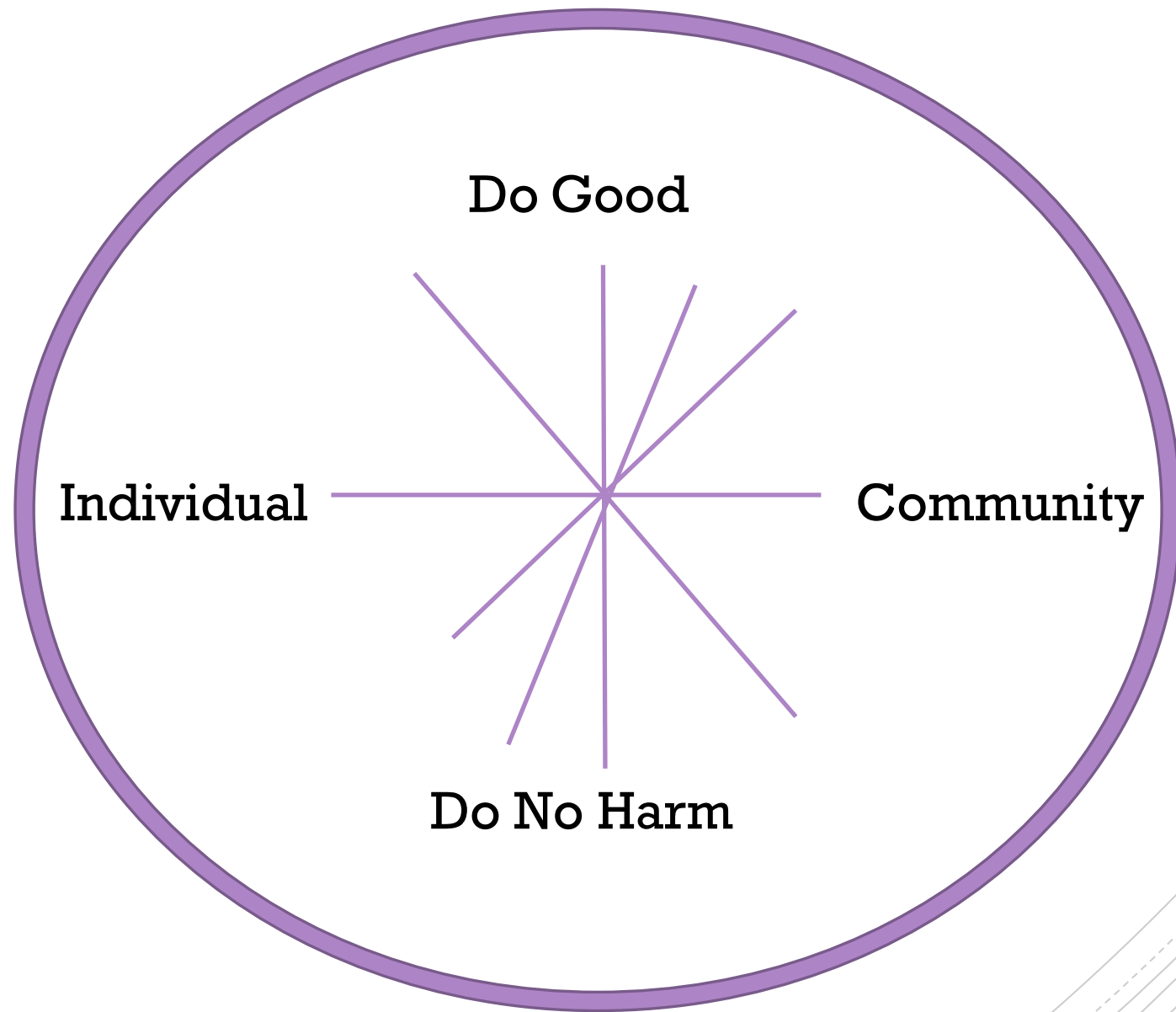
The Crucible

Peer Supervision
Roles & Accountability



Ethical Decision Making

Within the
Crucible



Ethical Peer Supervision

Shared Goals
&
Supported Practice



RECOVERY COACH GOAL

- **Promote Recovery**

OPPORTUNITIES FOR ETHICAL SUPERVISION

- **Appreciate, Respect, Support Recovery Coaches & Recoverees**
- **Internalize Recovery Wellness Plan**

Ethical Peer Supervision

Shared Goals
&
Supported Practice



RECOVERY COACH GOAL

- **Identify & Remove Barriers**

OPPORTUNITIES FOR ETHICAL SUPERVISION

- **Promote Mutuality**
- **Create Trust**
- **Foster Collaboration**
- **Provide Clear Instruction
(ex. crisis management)**

Ethical Peer Supervision

Shared Goals
&
Supported Practice



RECOVERY COACH GOAL

- **Connect People with Recovery Support**

OPPORTUNITIES FOR ETHICAL SUPERVISION

- **Advocate & Educate within Larger Systems**

Ethical Peer Supervision

Shared Goals
&
Supported Practice



RECOVERY COACH GOAL

- **Encourage Hope, Optimism & Healthy Living**

OPPORTUNITIES FOR ETHICAL SUPERVISION

- **Provide Opportunities for Self Care**
- **Promote Ongoing Professional Development**

Ethical Peer Supervision

Skills that Foster
Shared Success &
Community



- **Listen > Tell**
- **Ask Good Questions**
- **Know What's Yours**
- **Embrace/Resolve Conflict**
- **Demonstrate Consistency**
- **Clearly Articulate Expectations**
- **Build Trust**
- **Develop Capacity**

A Question of Priorities

What does the phrase
Boundary Management
mean to you?





Worksheet (A) → Boundaries

- Consider this question: **What are some of the boundaries you maintain to achieve overall wellness (mind, body, spirit) personally & professionally?**
- Fill in the chart



Further Considerations

- **What are your ethical hard stops?**
- **Do these differ in personal versus professional interactions? How so?**
- **What is the impact of self care or lack thereof?**

Relationships w/Professional Peers



ANOTHER ETHICAL QUESTION

- **How do you define and maintain these relationships?**
- What circumstances might lead to a lapse in ethical behavior ?

ETHICAL ANSWERS

- **Key word → Professional**
- Frustration, anger, loss of hope
- Comfort, blurred lines, gossip
- Lack of self-awareness, self-care and/or support

What About...

Social Media?

Ethical Uses → Unethical Uses

How do social media platforms
improve outcomes for those we serve?



Twitter



You

Tube



Practical Applications

What does
Ethics for Supervisors
look like in real time?



Ethical Considerations

What Do
You Do?



ADMINISTRATION

- **Your organization discourages overtime, but your Recovery Coaches are often asked to take recoverees to meetings. This practice results in the RCs consistently clocking a number of hours over and above those of the regular “work” day.**

Ethical Considerations

What Do
You Do?



INTERPERSONAL SKILLS

- **You have a well-regarded Recovery Coach who is very demonstrative emotionally and physically. How do you address the need to maintain professional boundaries while still encouraging/preserving your coach's authenticity.**

Ethical Considerations

What Do
You Do?



CAPACITY BUILDING

- **A previously enthusiastic Recovery Coach is showing signs of disengagement. How do you work with them to identify their wellness and/or professional development needs, co-create a plan and support them in their efforts.**

Ethical Considerations

What Do
You Do?



ADVOCACY

- **Your organization does not really grasp exactly what it is you do. They question the practices of your coaches and the costs of your program. How do you educate your administration on the role your team fulfills, as well as communicate its value and your coach's needs.**



Worksheet (B) → Professional Goals

- **List top three ways you will grow your peer supervision skills and capacity**
- **Share w/neighbor; pick date to follow-up**



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Thank You

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