

# RECOVERY ORIENTED PSYCH REHAB: PARTNERSHIP

*Adapted from Recovery Promoting Competencies Toolkit (2016)*

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CENTER FOR PSYCHIATRIC REHABILITATION

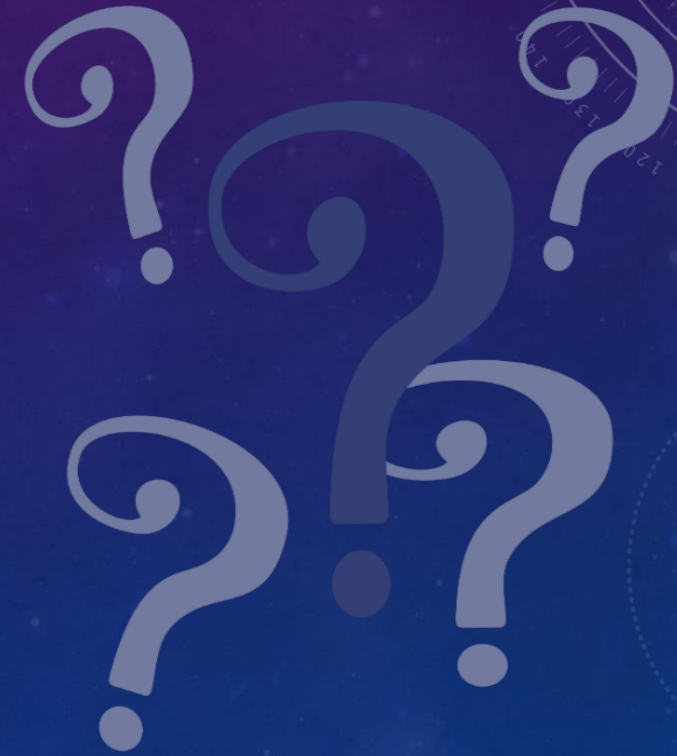
BOSTON UNIVERSITY

NYAPRS PROS ACADEMY

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## YOUR EXPERIENCES

- In your experience, what makes a partnership work?
- What are your most successful techniques for partnering with people using services?
- Where have your partnerships gone wrong?



# DEFINING PARTNERING

- **“Partnering”** means collaborating with each other on an equal footing (Merriam Webster, 2012).
- **“Collaborating”** means working together to produce something.
- **“Equal footing”** means having the same rights and conditions as the person you are working with.

# WHAT OFTEN GETS IN THE WAY OF PARTNERING: DOUBTS, DEFICITS, DISAGREEMENTS

## Outcome

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- Is my goal your goal? Do you believe I can?
- Will this intervention work?

## Process

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- Do we have the same expectations about how it will work?

## Self


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- Can I do it? Do I know enough? Do I have enough skill to engage in partnership? To recover?

## Partner

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- Do you have the knowledge and the skills to work as an effective partner? Do you “see” me? Do you let me “see” you?

The background features a dark blue gradient with a subtle pattern of white stars and faint technical diagrams. On the right side, there are several circular diagrams resembling gauges or dials with numerical scales (e.g., 100, 110, 120, 130, 140, 150, 160, 170, 180, 190, 200, 210) and arrows. On the left, there are partial circular diagrams with arrows. The main text is centered in a large, white, sans-serif font.

Using Partnering Competencies to overcome these barriers depends on understanding your own relationship to power and its exercise.....

# POWER AND CONTROL

- Promoting Recovery may require a shift in provider attitudes and assumptions about power and control
- “Partnering” is one skill set designed to support that shift



# TYPES OF POWER RELEVANT IN SERVICE PROVISION

- Visible power
- Invisible power
- Hidden power





*THAT'S NICE BUT....DON'T WE DO  
THIS ALREADY?*

..... WE END UP OFTEN

**“ADVISING” VS PARTNERING.....**



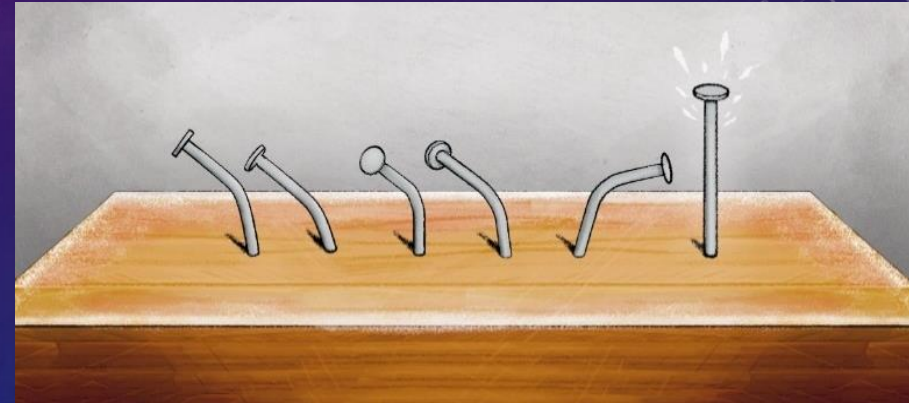
# ADVISING VS PARTNERING

## Advising



As an adviser, we believe we are protecting people from failure

## Partnering



As a partner, we understand that mistakes can lead to important growth

# ADVISING VS PARTNERING

## Advising



“Help” is understood to be recommending a path that you see as “reasonable” (or not “unreasonable”)

## Partnering



Helper understands that there is no crystal ball to know what the person can or will do if his/her skills, environment, connections change

# Advising vs Partnering

## Advising



Experience of hearing what  
I *should* do

## Partnering



Experience being heard around  
what I might *want* to do

# COMPONENT SKILLS OF PARTNERING

Purpose	Component Skill	Definition
<b>Focus on your partner</b> 	Encouraging partnership	Strengthening the possibility of collaboration
<b>Focus on yourself</b> 	Sharing your Self	Revealing your personal thoughts, feelings, opinions
<b>Focus on both</b> 	Joining together	Uniting on common ground

# EXERCISE: BEST EXAMPLE OF DEMONSTRATING UNDERSTANDING

## Partner statement

“I really wish my counselor would just stop asking me so many questions, so we can get on with it! She asks me everything from how much money I have, to when my last dentist visit was... why can't she just help me get a job?”

## Provider Statements: Which is best?

1. “I totally understand. Have I ever told you about the time that happened to me?”
2. “So you just wish your counselor would just stop asking you so many questions and get on with it. You don't see why she just can't help you get a job!”
3. “You seem frustrated because you're ready to get started with the job search but your counselor doesn't get it !”

# EXERCISE: PICK THE BEST EXAMPLE OF ASKING OPEN ENDED QUESTIONS

## Partner statement

“I just feel like giving up on people. It’s just not worth the trouble and effort it takes to make a friend!”

## Provider Statements: Which is best?

1. Don't you think you're being a little too hard on your friend ?
2. It just seems too stressful. Who is the friend you are talking about?
3. You feel bitter because all the work you did to connect with a person you thought had become a friend, came to nothing. Would you tell me more about that? What happened?

# STIMULATING PARTICIPATION

Less this.....

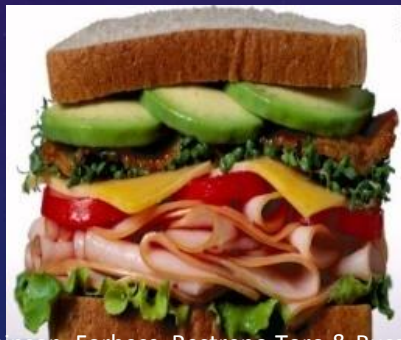


More this .....



# “CATCHING PEOPLE DOING SOMETHING RIGHT” EXAMPLES – TYPES OF STRENGTHS/EXPERTISE

- Knowledge and skill in handling concentration, memory, stamina, emotions.
- Knowledge about strengths, interests, talents and deficits--self awareness.
- Resilience in managing stigma, self stigma, poverty, inexperience.
- Skills related to achieving personal recovery vision.



**Demonstrate understanding**

**Point out specific positive behavior, statement**

**Relationship to partnership or recovery process**

**Demonstrate understanding**





# EXERCISE: “EMPHASIZING STRENGTHS, RECOVERY EXPERTISE”

## IS THIS AN EXAMPLE OF THE TECHNIQUE?

### Partner statement

Look, I know when my symptoms are coming back. I don't need you to go through all that! I'd like to talk more about how to deal with the people in my boarding house though. I've tried a lot of different things and they are still calling me names. It makes me feel bad and like I'm never going to recover. Even if I did, people will always see me as 'weird'.

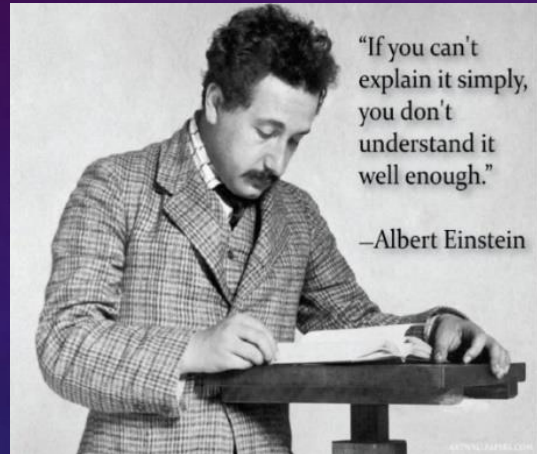
### Provider Statements

1. You feel determined to learn how to stand up to people who are harassing you and hope that I can help you with that. **Y/N**
2. You feel impatient at the thought of going over illness-related stuff again because you can manage yourself. You are also very clear that the next step on your recovery journey is managing people around you who stigmatize you and make you stigmatize yourself. Asking for help with that is part of your determination to stay strong, even if you are scared that their prejudices will trap you into the mental illness world, no matter what you do. **Y/N**

# STIMULATING PARTICIPATION: ORIENTING: INFORMS, ENGAGES & PROMOTES THE PROCESSING OF INFORMATION



**REVIEW**



**CLARIFY**

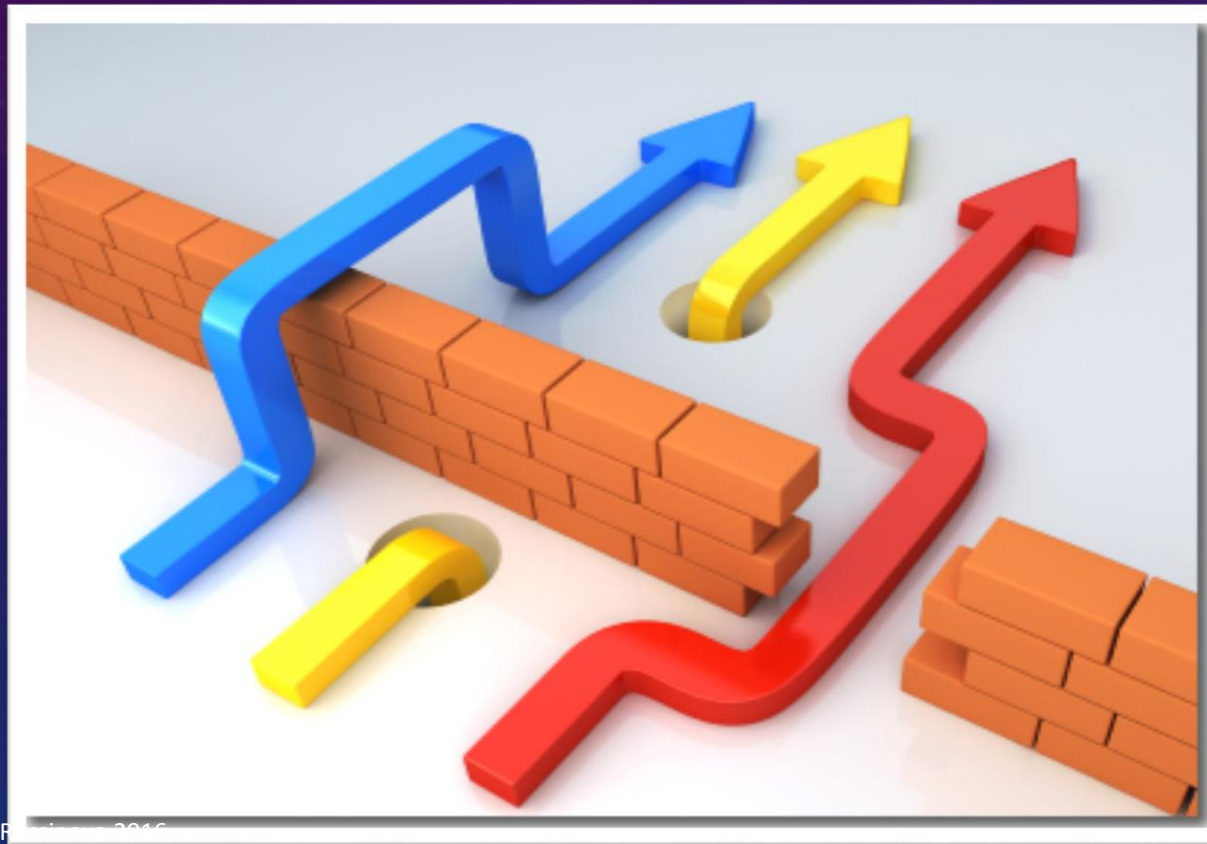


**SHOW**



**CONFIRM**




# OVERCOMING PARTNERSHIP BARRIERS: OVER, AROUND, THROUGH...



# EXAMPLE: STRATEGIES BY BARRIERS

BARRIER	Teach/inform	Link to support/resources	Accommodate
<b>Don't do tasks they promised; forget tasks promised</b>	Cognitive remediation	Peer "buddies" Set up booster session calls, in between to coach through task steps	Identify 1 task only/time

# COMPONENT SKILLS OF PARTNERING

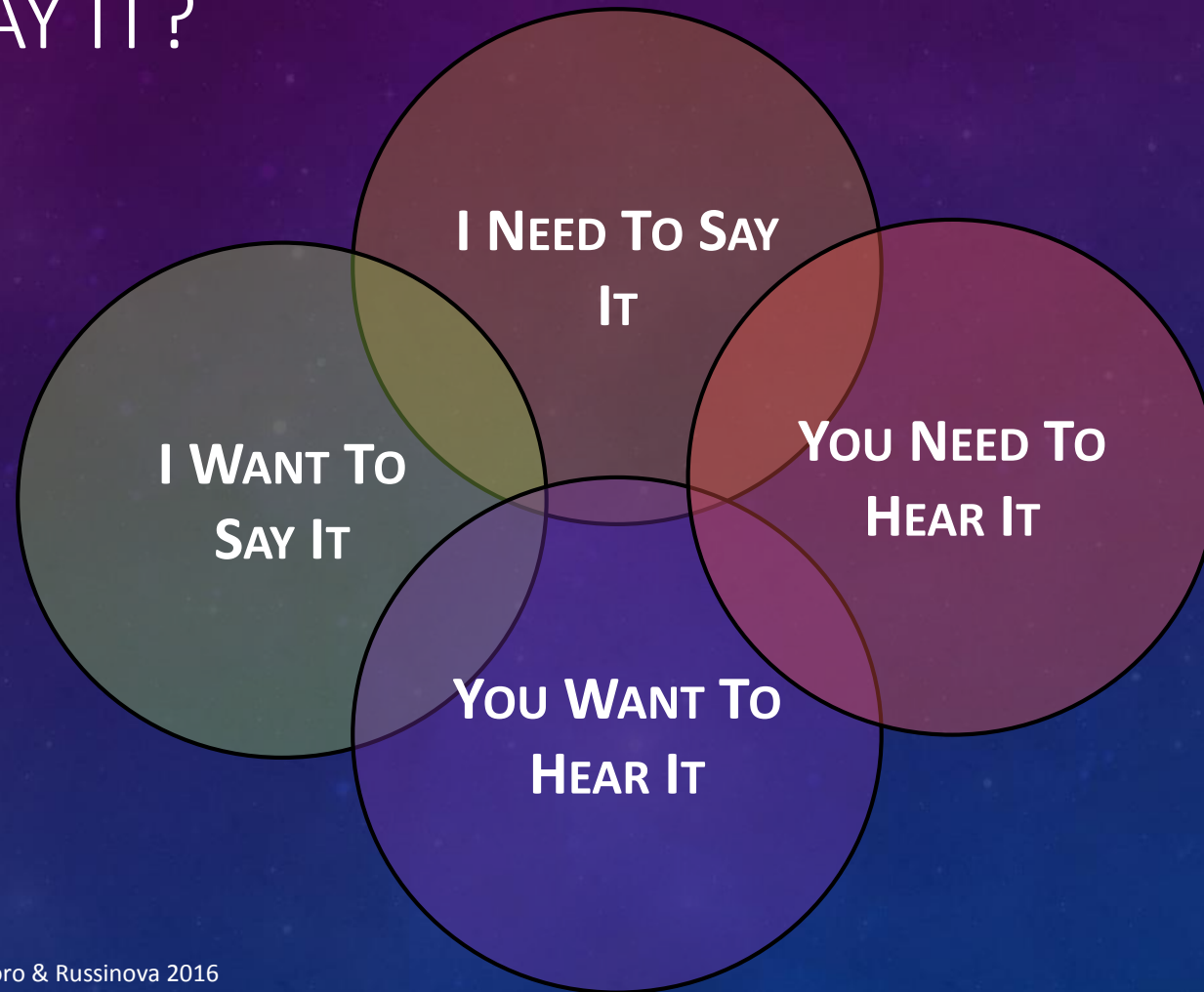
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# WHEN DO YOU SHARE YOURSELF ?

- **Relevance:** The individual is concerned or curious about the subject matter of sharing.
- **Readiness:** The individual is prepared to hear you share.
- **Probable Impact:** The person will probably feel more connected to the partnership and you, as a result of hearing you share.



# WHY SAY IT?



## EXERCISE: IS THIS GOOD SELF DISCLOSING?

1. You seem uneasy. I remember when I was young, I was uneasy a lot too. **Y/N**
2. I am glad you are not in a talkative mood today. You seem to be in a good place. My kids are home and I have a lot of errands to do. I wonder if we can postpone our discussion until tomorrow? **Y/N**
3. You said the doctor was trying to push you to take these meds. You seem frustrated with his inability to really hear you. I know I myself have felt shut down in the past when my own doctor tried to get me to take a treatment I didn't believe in. Is it a bit like that for you? **Y/N**



# EXERCISE: GOOD GENUINENESS

## John says:

- *“I’m ready to work when I leave the hospital.*
- *I don’t understand why the doctor wants me to go to the vocational group. Why don’t they begin finding me a job for when I get out next month? It’s a waste of my time sitting around talking about what I want to do.”*

## Provider says:

- *You may feel impatient but I am worried that you haven’t given yourself a chance to really learn the things you need to work successfully. **Y/N***
- *You feel disrespected because they don’t seem to believe in your ability to work. I’m confident that if you say you’re ready then you are ready. In our relationship, you’ve shown me over and over again, that you know when you are ready to take the next step **Y/N***

# EXERCISE: WHICH OF THE 3 ARE THE BEST EXAMPLES OF DISAGREEING?

## Joan

*...She's driving me crazy. All she thinks about is herself. She completely ignores the fact that I'm not working either. In fact, I have more reason to be upset than she does. I've been at the community college forever. I can't even start looking for a job until next year. I don't complain about my problems, and really my financial situation is worse than hers.*

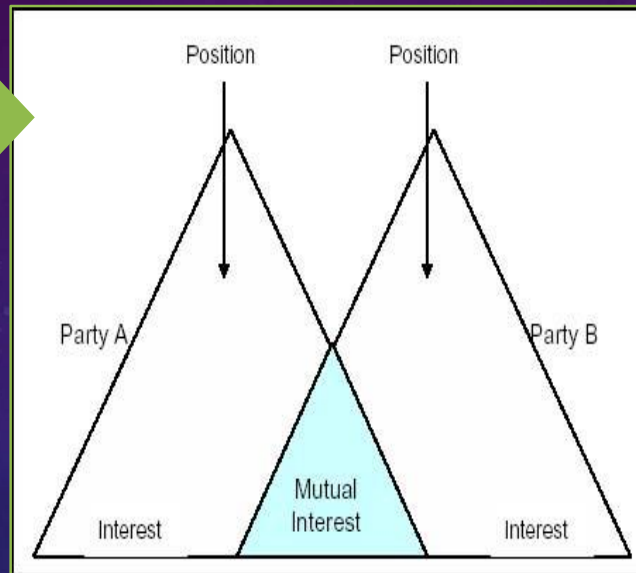
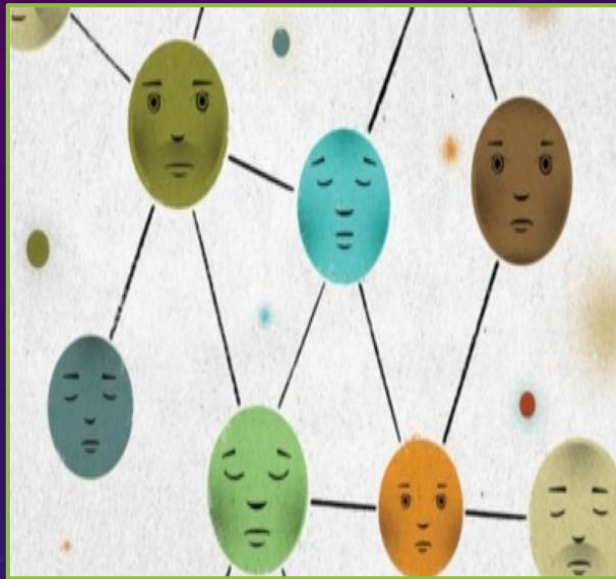
## Provider

- 1. Don't you think that's a bit harsh? You have no idea how good or bad her situation is.*
- 2. On the one hand you criticize Jeannie and resent her way of sharing her problems with you and on the other hand you want her to be your friend. I am confused.*
- 3. You say that you resent Jeannie's endless discussions about work and that you are in worse shape financially than she is. You, however won't take part time jobs that have come up, spend more money than you have and believe you can't look for work until next year. Please explain this a bit more.*

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# JOINING TOGETHER ANSWERS COLLABORATION QUESTIONS...



What do we have in common?  
Is it fresh in our minds?  
What are our differences?  
Do the differences matter?

If the difference is important enough, can we identify common interests on which we can build an option for moving forward ?

What is the mutually attractive option for moving forward ?

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