

The background features a dark blue gradient with intricate white circular patterns. These include concentric circles, dashed lines, and radial scales with numbers ranging from 40 to 260. Some circles have arrows pointing inwards or outwards, creating a sense of motion and depth.

RECOVERY ORIENTED PSYCHIATRIC REHABILITATION: *ASSESSING SKILLS & RESOURCES- MORE THAN A CHECKLIST*

Adapted from *Essential Guide To Psychiatric Rehabilitation* (2011). Wm. Anthony & M. Farkas

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BASIC PRINCIPLE OF PSYCHIATRIC REHABILITATION

Success and **satisfaction** in a **preferred valued role** depends
on **skills and supports**

ASSESSING SKILLS AND RESOURCES

- Do you currently assess skills? Supports? If so, what kinds?
- How do you currently assess skills? Supports?
- Why do you assess them that way? What is the purpose?

PSYCHIATRIC REHABILITATION PROCESS- REVIEW

Diagnosis (D)	Planning (P)	Intervention (I)
Am I prepared to work on role goals really? (Readiness)	Which skills and supports will I start with?	What do I do to learn what I absolutely don't know? (DST)
Where and in what role do I want to LLWS? (ORG)	Which interventions will I use?	Why can't I use the skills I have? What do I do to overcome those barriers? (Programming)
What critical skills do I need to be successful & satisfied there? (FA)	Who will help me? When will I be done?	What has to happen for me to get supports that I don't have? (Linking)
What critical supports? (RA)		What has to happen if these supports don't exist? (Modifying/Creating)

(Farkas et al., 2016; Anthony & Farkas 2011)

GENERAL SKILL CHECKLISTS

5 (Excellent)

3 (Average)

1 (Unsatisfying)

- GROOMING
- BUDGETING
- TOILETING
- TRANSPORTATION
- COMMUNICATIONS

FOCUS ON SKILLS IN PSYCHIATRIC REHABILITATION

Purpose is:

- a) to help individuals achieve their unique overall rehabilitation goal (i.e. role plus environment)
- b) to increase person's mastery over environment/agency

WHAT IS A SKILL?

General Characteristics

- Behavioral
 - Purposeful
 - Compound
 - Standardizable
 - Generalizable
 - Stable
- Action verb
 - Do it to produce a specific outcome
 - Involves knowledge AND behaviors to do it
 - Makes sense to say “ does it well” or “does it poorly”
 - Can be used across circumstances
 - Stays with the person over time

EXAMPLE: SKILL

- Resolving roommate conflict

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- [behaviorial] [knowledge+ behaviors- compound]

- [purposeful]

- [generalizable]

- [stable]

EXERCISE: WHICH OF THESE IS A SKILL?

	Yes or No
1. Being persistent	
2. Communicating	
3. Standing	
4. Analyzing cues	
5. Doing laundry	
6. Brushing teeth	
7. Starting small talk	
8. Responding to criticism	
9. Money management	
10. Not getting angry	

WHICH OF THESE IS A SKILL? ANSWERS

Skill ?	Yes or No
1. Being persistent	NO
2. Communicating	NO
3. Standing	NO
4. Analyzing cues	YES
5. Doing laundry	YES
6. Brushing teeth	YES
7. Starting small talk	YES
8. Responding to criticism	YES
9. Money management	NO
10. Not getting angry	NO


ASSESSING SKILLS

- Role + environment (ORG)
 - (Working as computer programmer)



- **Environmental Demands (success)**
 - E.g. Be good at coding
 - Underlying skill: Analyzing component elements of action
- **Personally Important Behaviors (satisfaction)**
 - E.g. Unsatisfying situations:
 - Boss disrespects me by talking to me as though I were a “complainer”
 - Satisfying behavior
 - Telling boss that I am valuable
 - Underlying skill: Reporting problem *solutions* to boss

EXERCISE

- Use ORG you created—or if you were not in workshop—
 - ” I want to keep my current job until May 2018”
- 
- Name 3 environmental requirements (explicit; implicit)
 - Name 1 personally important behavior
 - Name 1 underlying skill

WHAT ARE SUPPORTS?

Resources which provide support:

- PEOPLE
 - PLACE
 - THINGS
 - ACTIVITIES
- Relatives, friends, provider network
 - Meeting room; activity center; gym
 - Watch; alarm clock; smartphone; seat cushion
 - Youth group meetings; Zumba classes ; AA meeting

HOW DOES A RESOURCE BECOME A SUPPORT?

- Operationalized actions
- Provides something related to the person's Overall Rehabilitation Goal
- E.g. **Resource: Friends**
 - Support:*
 - *% of times per week, my friends call me to do something fun with them that I can afford*

EXERCISE

- Use ORG you created—or if you were not in workshop—
- ” I want to keep my current job until May 2018”
- Identify 2 resources you need to achieve that goal
- Identify how often you need it
- Identify what support you need from that resource

WHAT IS RECOVERY ORIENTED ABOUT THIS KIND OF ASSESSMENT? RECOVERY VALUES GUIDE PROCESS

- Skills and supports are related to a *meaningful life and choice* —valued role identified by person
- Skills and supports are *person oriented*—they include strengths as well as deficits
- Skills and supports are assessed in *partnership* with the person-technology teaches the person how to self assess
- Skills and supports are concrete and operationalized—*hopeful* in that they can be taught or resource can be linked to person—not immutable

FUNCTIONAL & RESOURCE ASSESSMENT

- **ORG:** I want to live in my own apartment, with my dog on Ash St. until next October
- **F.A.** # of weeks per month, I bank the money I need to pay the rent and feed the dog , when I get my pay check/ pension money
- **RA** % of times per week, my friends call me to do something fun with them that I can afford
- **Characteristics:**
 - Assessed in terms of Overall Rehab Goal
 - Skills and supports identified in terms of what bring BOTH success and satisfaction
 - Assessment done with/by the person-provider supports/teaches person how to do assessment
 - Final outcome, the frequency of concrete, observable actions or resources done for the ORG
 - **Skill/Support +** (does it as often as needed, in way needed)
 - **Skill /Support —** (does not)