

Recovery & Resiliency Oriented Employment Services

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Which came first
employment
or
mental health?



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AND YET THE QUESTION REMAINED:
"WHO CAME FIRST?"

Which is most stressful?

- Employment

Or

- Unemployment

Is This You?

Competitively employed

or

Capable of being Competitively
Employed?

Ability to Manage Employment Stress?

How many of us have managed the stress of...

- Poverty?
- Unemployment?
- Discrimination?
- Psychosis?
- Hallucinations?
- Involuntary inpatient treatment?

Ability to Manage Employment Stress?

How many people with lived experiences with mental illness have managed the stress of...

- Poverty?
- Unemployment?
- Discrimination?
- Psychosis?
- Hallucinations?
- Involuntary inpatient treatment?

Employment Stress Test

- The following is a picture of two *identical* dolphins

- If you are struggling with managing your own employment stress you will see *differences* in these two dolphins



David W Lynde

Is This You?

“Superior functioning in a wide range of activities, life's problems never seem to get out of hand, is sought out by others because of his or her many qualities. No symptoms.”

Employment Myth Busting

“Employment is far too stressful for a person with a mental illness”

MYTH

Employment Myth Busting

“Employment is something that people should begin to think about only when they are free of mental health symptoms”

MYTH

Can You Find Waldo's Strengths?

- Treatment compliant
- Has constant suicidal ideation
- Is manipulative
- Spends too much time going to movie theatres all over the city

Can You Find Waldo's Strengths?

- Has been homeless for 3 years
- Used to live in Oregon before moving here without a plan last month
- Wants to work but does not want to stop drinking alcohol
- Spends all day on internet chat rooms without cleaning her apartment

Applying for a job at IKEA



Where do Work
and Recovery Travel
Common Pathways?

Where do Work
and Recovery Intersect?

Recovery & Dual Recovery

Recovery

- Many definitions
 - Primary health care
 - Mental health
 - Substance abuse
- Recovery from...
- Recovery in...

Recovery: Addiction & Mental Illness Similarities

- Addiction
 - Person assumes responsibility for substance use and for life
- Mental Illness
 - Person gains control over symptoms and reclaims responsibility for life

Recovery: Addiction & Mental Illness Differences

- **Addiction**
 - Recovery = abstinence
 - Recovery is the same for all

- **Mental Illness**
 - Recovery possible even if still experiencing symptoms
 - Recovery is unique to individual

Recovery

“As clinicians our job is *not* to judge who will and who will not recover. Our job is to establish strong, supportive relationships in order to maximize chance of recovery.”

People need to have the “dignity of risk” and the “right to fail”.

Patricia Deegan

One Recovery Definition

- “Recovery is a deeply personal process of adapting and overcoming the challenge of psychiatric disability to live a satisfying, and hopeful life.”

One Recovery Definition

- “Recovery refers to the ways in which persons with or impacted by a mental illness and/or addiction experience and actively manage the disorders and their residual effects in the process of reclaiming full, meaningful lives in the community.”

One Recovery Definition

- “Recovery for me is a series of steps. Sometimes the steps are small, like fixing lunch, taking a walk, following my daily routine. Small steps add up.”

One Recovery Definition

- “Recovery is a deeply personal, unique process of changing one’s attitudes, values, feelings, goals, skills and/or roles. It is a way of living a satisfying, hopeful, and contributing life even with limitations caused by the illness. Recovery involves the development of new meaning and purpose in one’s life as one grows beyond the catastrophic effects of mental illness.”

National Consensus Statement on Mental Health Recovery

Self-Direction

Consumers lead, control, exercise choice over, and determine their own path of recovery by optimizing autonomy, independence, and control of resources to achieve a self-determined life. By definition, the recovery process must be self-directed by the individual, who defines his or her own life goals and designs a unique path towards those goals.

Individualized and Person-Centered

There are multiple pathways to recovery based on an individual's unique strengths and resiliencies as well as his or her needs, preferences, experiences (including past trauma), and cultural background in all of its diverse representations.....

Empowerment

Consumers have the authority to choose from a range of options and to participate in all decisions—including the allocation of resources—that will affect their lives, and are educated and supported in so doing....

Holistic

Recovery encompasses an individual's whole life, including mind, body, spirit, and community. Recovery embraces all aspects of life, including housing, employment, education, mental health and healthcare treatment and services, complementary and naturalistic services, addictions treatment, spirituality, creativity, social networks, community participation, and family supports as determined by the person....

Non-Linear

Recovery is not a step-by-step process but one based on continual growth, occasional setbacks, and learning from experience. Recovery begins with an initial stage of awareness in which a person recognizes that positive change is possible....

Strengths-Based

Recovery focuses on valuing and building on the multiple capacities, resiliencies, talents, coping abilities, and inherent worth of individuals. By building on these strengths, consumers leave stymied life roles behind and engage in new life roles (e.g., partner, caregiver, friend, student, employee)....

Peer Support

Mutual support—including the sharing of experiential knowledge and skills and social learning—plays an invaluable role in recovery. Consumers encourage and engage other consumers in recovery and provide each other with a sense of belonging, supportive relationships, valued roles, and community.

Respect

Community, systems, and societal acceptance and appreciation of consumers—including protecting their rights and eliminating discrimination and stigma—are crucial in achieving recovery. Self-acceptance and regaining belief in one's self are particularly vital. Respect ensures the inclusion and full participation of consumers in all aspects of their lives.

Responsibility

Consumers have a personal responsibility for their own self-care and journeys of recovery. Taking steps towards their goals may require great courage. Consumers must strive to understand and give meaning to their experiences and identify coping strategies and healing processes to promote their own wellness.

Hope

Recovery provides the essential and motivating message of a better future—that people can and do overcome the barriers and obstacles that confront them. Hope is internalized; but can be fostered by peers, families, friends, providers, and others. Hope is the catalyst of the recovery process....

Recovery Capitol



What is Recovery?

What is not Recovery?

Recovery?



“I look forward to living comfortably on my Social Security Disability Income”

Recovery?



“I need a place to do work where I am not allowed to make any mistakes or fail”

Recovery?

“I want to be a rock and roll star. I want to do my own thing with music.”



Recovery?



“I want a good place to live, a sweet car to drive, a good job and a date on Friday night”

Young Adults & Recovery

- The aspirations of young people following a first episode of psychosis appear to be similar to those of any other young person: *wanting to be rich and powerful (Brady 2008); to drive a sports car, live in a nice house, to have a job and a career, and be totally self-sufficient (BGW, 2002); wanting to lead a life free of symptoms of illness with a partner, a family and a career (Parker 2001)*
 - Rinaldi, Miles, Killackey, Eoin; et al. First episode psychosis and employment: A review. International Review of Psychiatry (Submitted 2010)

Low Expectations

Research about the *low expectations of mental health professionals in relation to people with mental health conditions* gaining employment is now very well documented. These expectations are often underpinned by concern about issues of risk, stress and relapse. *Such low expectations ... can result in them and their families receiving very cautious messages from mental health professionals about gaining employment.*

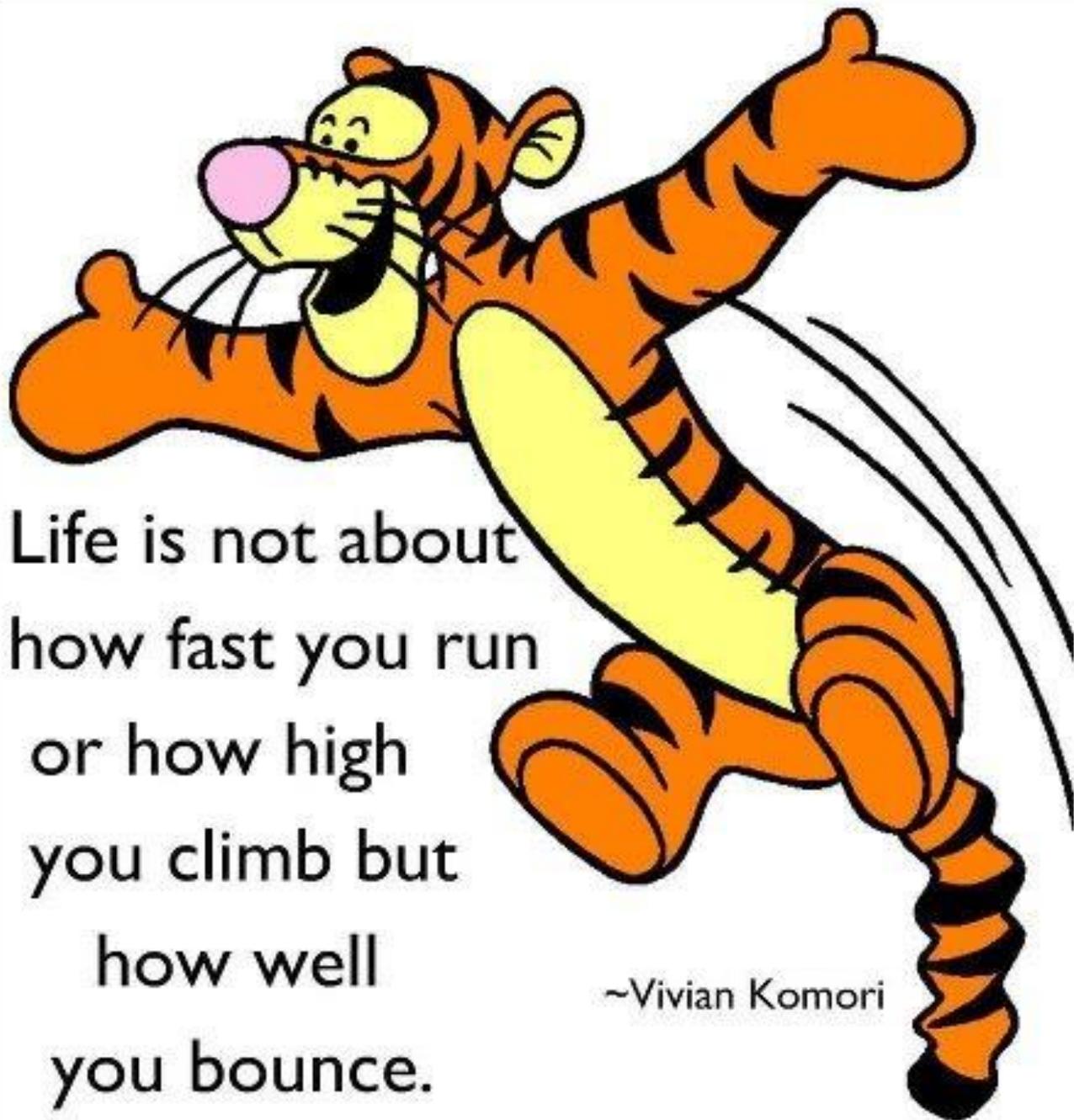
- Rinaldi, Miles, Killackey, Eoin; et al. First episode psychosis and employment: A review. International Review of Psychiatry (Submitted 2010)

“I want to live my life not my
disability”

—Pat Deegan

Recovery Capitol





Life is not about
how fast you run
or how high
you climb but
how well
you bounce.

~Vivian Komori

Resilience

“Resilience is seen as an important element to maintaining and promoting child and youth mental health, and as a life-long buffer to potential threats to wellbeing over time and transition. It is a strength based concept that builds on individual’s strengths rather than emphasizing deficits.”

Resilience

“Investing in the resilience of individuals and investing early in the life course is seen as a powerful health promoting step with lifelong benefits including potential improvements in school, employment, and pro-social outcomes—as well as a possible ‘equalizer’ in socio-economic differences.”

- Khanlou & Wray, “A Whole Community Approach toward Child and Youth Resilience Promotion: A Review of Resilience Literature” *Int J Ment Health Addiction* (2014) 12:64–79

Resilience & Mental Health

- “Resilience and mental health are interlinked, overlapping, and bi-directional such that a young person with a mental health problem can be resilient or a resilient child or youth can develop a mental health problem.”
 - Khanlou & Wray, “A Whole Community Approach toward Child and Youth Resilience Promotion: A Review of Resilience Literature” *Int J Ment Health Addiction* (2014) 12:64–79

Resiliency & Mental Health

- Part of being resilient is having good mental health. Mental health involves balancing the different aspects of life: the physical, intellectual, social, emotional and spiritual. It involves a person's ability to think, feel, act and interact in a way that one can enjoy life and cope with the challenges that arise.

Resiliency & Mental Health

- Mental health also involves how we think about and evaluates one's own self. It involves one's ability to make realistic sense of—and react meaningfully to—the world around. It affects a person's ability to make choices and decisions.

Resiliency and Research

- Research has shown some characteristics that are different in resilient young adults from their non-resilient peers. These findings consistently show that resilient young adults tend to display the following:

Social competence

- Resilient young adults tend to be responsive, socially adept, capable of initiating and sustaining close relationships with adults and peers, and able to show empathy.

Problem-solving skills

- The resilient young adult is able to think creatively and flexibly about problems, to make plans and take action on them. They are able to ask others for help when needed, and show resourcefulness in dealing with problems.

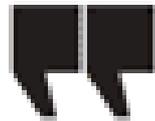
Autonomy

- Resilient young adults demonstrate independence, are able to think and act autonomously, and are able to think about and reflect about their environment and their own actions. They have a sense of their own identity and believe in their own ability to effect changes in their own life.

Optimism

- Optimism includes the sense of having a bright future, a tendency to see challenging situations in positive terms, and a belief in one's own ability to deal with what happens
 - (Benard, 1995)

FOCUS ON FAILURE



It is impossible to live without failing at something, unless you live so cautiously that you might as well not have lived at all.”

J.K. ROWLING

AUTHOR

Can you see a student with these
on?



Can you see an employee with
these lenses?



Can you see an employee or a student with these on?



Resilient Transition Age Youth

- Resilient people tend to be empathic;
- They can understand and sympathize with the feelings of others
- They tend to be good communicators who are able to solve problems
- They have a strong interest in school, and are dedicated to learning. They're driven to achieve goals. They're involved in meaningful activities. They're hopeful about the future. They have a solid relationship with one or more adults

Resilient Transition Age Youth

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Recovery & Resiliency
Oriented
Employment Services

Understanding People Served

- Disability vs. Ability
- Client vs. Person
- Impairments vs. Capacity
- Unmotivated vs. Ambivalent

Listening to People

- Can Not Do vs. Can Do
- Unrealistic vs. Ambitious
- Low Expectations vs. Hopeful
- Entitled vs. Deserving

Working with People

- Steering people to choose “appropriate” goals for work/school

vs.

- Encouraging individualized ambitious goals for work/school

Working with People

- Doing everything on behalf of the person

VS.

- Developing shared task responsibilities with each person

Working with People

- Waiting for individuals to prove their motivation

VS.

- Helping individuals to identify and improve their own motivation

Working with People

- Requiring people to search for work or school in community independently

vs.

- Providing assistance to search with or on behalf of people to search for work or school in the community

Working with Employers

- Searching for “only available” jobs on-line or in newspapers

vs.

- Securing job development services with or on behalf of people with potential employers

Working with People

- Staying in your own “comfort zone”

vs.

- Getting out of your own “comfort zone”

Necessary Ingredients for R & R Oriented Employment Services



- R & R Focused Leadership
- People in Services Drive Services
- People are the Experts on Themselves & Their Own Recovery & Resiliency
- Individual Recovery & Resiliency Goals are Paramount
- Providers help elicit Motivation to Change
- Outcome Focused Supervision
- Individual Employment Goals are Developed, Tracked and Modified