

Practical Tools to Support  
Growth, Choice, and Hope

# RECOVERY-ORIENTED PRACTICE: A TOOLKIT FOR COACHES AND SUPPORT WORKERS



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## INTRODUCTION: THE SHIFT TO RECOVERY-ORIENTED PRACTICE

If you're already working in a support role—whether in disability, mental health, or coaching—you know how important it is to meet people where they're at. But traditional service models often focus on what's “wrong” or what needs to be “fixed.”

Recovery-oriented practice flips the lens. It asks:

“What's possible from here?”

“What does the person want for their life?”

“How can we walk beside them—not direct them?”

This toolkit is for you—the frontline professional ready to embrace recovery as a journey, not a destination. You'll find ready-to-use tools and strategies, including:

- Worksheets for goal-setting and planning
- Prompts for meaningful recovery conversations
- Templates for reflection and self-awareness
- Boundaries and ethics guidance to stay grounded and safe

## GOAL-SETTING WORKSHEETS: FROM INTENTION TO ACTION

Recovery goals are different from service outcomes. They're personal, meaningful, and often non-linear. Your job is to co-create goals that reflect the client's vision—not the system's demands.

### Goal-Setting Template

What does “a good day” look like for you?

What's one thing you'd like to feel more confident about?

What strengths can help you move toward that goal?

What's a small first step we can take together?

Short-Term	Strength it Builds	Step to Take This Week
<ul style="list-style-type: none"> <li>Attend one community art group</li> <li>Cook one healthy meal at home</li> <li>Reconnect with a trusted friend</li> <li>Walk for 10 minutes, three times</li> </ul>	<ul style="list-style-type: none"> <li>Creativity, confidence</li> <li>Independence, planning</li> <li>Social skills, empathy</li> <li>Routine, self-motivation</li> </ul>	<ul style="list-style-type: none"> <li>Research local art groups and call one to enquire</li> <li>Choose a recipe and buy ingredients with support</li> <li>Send a message or make a phone call to check in</li> <li>Set reminders and record walk days in a journal</li> </ul>

This structure makes progress visible without being prescriptive or medicalised.





## RECOVERY CONVERSATIONS & SAMPLE PROGRESS PLANS

### Conversation Starters for Recovery-Focused Sessions

- “What brings you a sense of hope right now?”
- “Who do you feel most like yourself around?”
- “What gives your life meaning?”
- “What would recovery look like for you?”
- “What helps you bounce back after tough days?”

### Sample Client Progress Plan (Recovery-Oriented)

Focus Area	Client Goal	Strengths Used	Coach Role
Social Support	Reconnect with a sibling	Empathy, communication	Assist with planning and role play
Work & Purpose	Volunteer once a fortnight	Reliability, motivation	Support confidence and routine
Self-Care	Create a daily routine	Organisation, values	Provide structure and tracking tools

This structure makes progress visible without being prescriptive or medicalised.



## REFLECTIVE PRACTICE & BOUNDARIES TOOLKIT

### Reflective Practice Journal Template

- What did I do well in today's session?
- Where did I feel stuck or unsure?
- Did I bring a recovery focus to the interaction?
- Did I maintain appropriate boundaries?
- What would I do differently next time?

Use these reflections weekly or after key sessions to sharpen self-awareness and improve client outcomes.

### Boundaries & Ethics Guidelines

Recovery is relational—but it must also be boundaried. Here are essential guidelines:

Do	Don't
Be consistent and clear with communication	Overshare personal details
Honour client autonomy	Make decisions <i>for</i> the client
Set time and role limits clearly	Stay silent when something feels wrong
Seek supervision regularly	Work outside your competence

Maintaining ethical, safe relationships helps clients feel secure and respected—and protects you from burnout or overextension.



## KEEP GROWING: RECOVERY IS A SHARED JOURNEY

Recovery-oriented practice is not a checklist. It's a mindset. It's a commitment to walk beside people—not above or ahead—and to hold onto hope, even when the path is unclear.

You don't need to have all the answers. You just need the tools, the values, and the willingness to show up.

## Want more tools, structure, and support?

Explore our *Certificate in Psychosocial Recovery Coaching*.

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## **Our Courses**

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- Certificate in Psychosocial Recovery Coaching
- Certificate in Support Coordination
- Certificate in Recognizing and Responding to Coercive Control



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