



Certified Recovery Coach (CRC) and Certified Recovery Coach II (CRC II) Scope of Practice

DOMAIN 1: Advocacy

- A. Identify, and implement, strategies for advocating for the recoveree's goals and desires.
- B. Recognize opportunities for advocacy within different systems to promote person-centered recovery/wellness support services.
- C. Understand the different levels of advocacy based upon the needs of the recoveree and system being navigated.
- D. Support the recoveree with understanding their rights and responsibilities in the different situations they may engage in.
- E. Apply principles of individual choice and self-determination in advocacy efforts.
- F. Explain the importance of self-advocacy as a component of person-centered recovery and wellness.
- G. Use person-centered language in all professional affairs.
- H. Recognize, understand, and utilize strategies for appropriate and effective communication with the recoveree, family members, referral sources, other professionals and anyone else the recovery coach engages with.
- I. Understand, and implement, various approaches to advocacy depending upon the situations and recoveree's needs.
- J. Support recoverees with understanding their options related to various resources needed, including educating and supporting the recoveree with navigation of different resource systems.
- J. Identify, and support, multiple pathways of recovery and wellness. (e.g., individual, systemic, self-advocacy)
- K. Support holistic approaches to recovery and wellness. (e.g., mind, body, spirit, environment)



DOMAIN 2: Ethical Responsibility

- A. Recognize, and educate, the recoveree on various risks that may affect their welfare and safety.
- B. Identify and respond to personal risk indicators to assure welfare and safety. (This includes the recovery coach and the recoveree)
- C. Identify, navigate, and report (as applicable) personal issues that may impact their ability to perform job duties to their respective supervisor.
 - 1. This may include reporting any issues to their credentialing body should it violate the credential code of ethics.
- D. Report abuse or neglect to the appropriate authority.
 - 1. The recovery coach must follow all applicable reporting laws for Indiana.
- E. Discuss the recoveree's satisfaction with their progress toward recovery and wellness goals.
 - 1. The recovery coach will support adjustments to goals as desired by the recoveree.
 - 2. The recovery coach will utilize recognized skills such as motivational interviewing, stages of change, etc. to support the recoveree with understanding the steps necessary and potential outcomes related to their goal setting.
- F. Maintain proper documentation and collect data as required by your role and applicable funding, state and federal expectations.
- G. Demonstrate compliance with responsibilities and limits of the recovery coach scope of practice.
- H. Demonstrate compliance with confidentiality and privacy expectations and policies. (This includes applicable local, state, and federal laws)
- I. Maintain professional and ethical boundaries.
 - 1. Be aware of dual relations and potential conflicts of interest.
 - 2. Disclose any potential conflicts of interest to their employer immediately.
 - 3. At no time should a recovery coach ever be socially involved with anyone they have currently, or previously, provided professional services to.



- J. Apply techniques in response to crises and emergency situations.
- K. Use organizational/departmental chain of command to address or resolve issues.

DOMAIN 3: Mentoring and Education

- A. Recognize the importance of self-care for the recovery coach and the recoveree.
- B. Establish a peer-to-peer relationship rather than a hierarchical relationship.
 - 1. The role of the recovery coach should not be to mandate or have a position of authority over the recoveree.
- C. Recognize how to appropriately use self-disclosure or share any personal information about themselves.
 - 1. This includes understanding the recoveree's goals and current place in the stages of change and adapting (or not disclosing) based upon this information and determination.
- D. Employ strategies to support the development of healthy behavior that is based on the recoveree's self-directed choice.
- E. Support the recoveree through education on skills needed to self-advocate and work towards their respective goals.
- F. Support the recoveree with skills development to identify and establish healthy, and meaningful, relationships.
- G. Understand, and utilize, strategies to build rapport with the recoveree, the community and other professionals.
- H. Support the recoveree's development of effective communication skills.
- I. Support the recoveree's development of conflict resolution skills.
- J. Support the recoveree's development of problem-solving skills.
- K. Apply principles of empowerment when working with the recoveree.
- L. Educate the recoveree on resource options for community support and professional services.
 - 1. This includes supporting the recoveree with navigating the resources on their own (as applicable).



DOMAIN 4: Recovery and Wellness Support

- A. Support the recoveree with setting their own goals.
- B. Recognize, be educated on, and respect multiple pathways of recovery and wellness.
- C. Assist the recoveree in identifying and building their strengths and resiliencies.
- D. Utilize coaching techniques. (e.g., motivational interviewing, active listening, empathizing, healthy boundaries etc.) to support each recoveree.
- E. Recognize, and utilize, the stages of change in all services provided.
- F. Recognize and de-escalate (as applicable) signs of crisis or distress.
- G. Demonstrate effective utilization of tools for outreach and continued support.
- H. Assist the recoveree in identifying, and engaging with, support systems.
- I. Assist the recoveree in identifying different needs utilizing Maslow's hierarchy of needs as a guide.
- J. Practice a strength-based approach to all services delivered.
- K. Apply peer-to-peer supportive group facilitation techniques.
- L. Recognize the impact of trauma, utilize a trauma-informed approach, and link recoverees to appropriate resources as necessary.
- M. Recognize co-occurring and mental health disorders and link recoverees to appropriate resources as necessary.

DOMAIN 5: Harm Reduction

- A. Recognize, utilize, and respect the principles of harm reduction in different addictions and mental wellness.
- B. Provide education, tools and strategies to reduce harm and negative consequences to the recoveree.
- C. Discuss harm reduction strategies and readily available resources (e.g., recognizing patterns and behaviors, stages of change).
- D. Provide overdose prevention education and link to resources (e.g., safe use supplies, community resources, testing strips, naloxone etc.).



- E. Identify and educate the recoveree on resources for ancillary/wraparound services.
 - F. Practice self-awareness of personal beliefs and biases towards harm reduction.
 - G. Identify alternative approaches that do not seek to prevent or end substance use.
-

Additional clarification items:

- A. This stated scope of work does not supersede any reimbursement expectations from various funding sources.
- B. Recovery coaches may be available to provide transportation in situations where funding, job description and other requirements allow. At no times should a recovery coach be a regular source of transportation for a recoveree, however they should be a limited resources as skills are built for self-sustainment of transportation by the recoveree.
- C. Recovery coaches should not dispense medication. The initial training/certification a recovery coach receives does not prepare them to observe self-administration of medication by a recoveree. A recovery coach should receive specific training on self-administration of medications.