

Recovery Wellness Cafés Facilitator's Guide

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PURPOSE

To come together to discuss workplace wellness and self-care strategies. These events can be an extraordinarily helpful mechanism for added support and team building.

MATERIALS

Light refreshments (optional); agenda; handouts (as applicable); meeting space

TIME

1–2 hours, reoccurring monthly or more often, if needed

COST

Refreshments; costs associated with reproducing agenda and handouts

DIRECTIONS

Recovery Wellness Cafés are peer run and may be facilitated and attended by peer staff only. Ask one or two peer staff members to lead the effort, with supervisor support, as needed. The supervisor may need to be more involved with the start-up of the Recovery Wellness Cafés, including the tasks of identifying a meeting day and time, securing meeting space, ensuring peer staff are free to participate in the cafés (i.e., addressing staff coverage concerns), and supporting peer staff with creating an agenda.

Each Recovery Wellness Café should have an agenda (see sample agenda). Peer staff can alternate responsibility for bringing a self-care topic or strategy to share at each Recovery Wellness Café. It may be helpful for peer staff participants to be assigned to each of the following roles: creating the agenda for the next meeting, leading the café meeting, taking notes from the café about issues

to share with others, and bringing a self-care topic or strategy to the next meeting.

In addition to being a source of sharing workplace wellness and self-care strategies and support, Wellness Recovery Cafés could also be used to promote recovery values and transformation. Peer staff could generate ideas and recommendations for further enhancing the recovery-oriented culture. These recommendations should be shared with Change Management Team and follow-up provided on any recommendation that are made.

WRAP-UP

Supervisors should check in with peer staff regarding the progress and benefits of Recovery Wellness Cafés. Peer staff should share any recommendations around promoting recovery values and transformation with the Change Management Team, and the Change Management Team should follow-up on any recommendations made. All Recovery Wellness Café participants ought to be invited to inform the content and direction of future cafés.

TIPS

Recovery Wellness Cafés can be designed for staff within an organization or could be designed to provide a networking opportunity to bring together peer staff from different organizations in the community to share promising practices, lessons learned, and self-care strategies. This may be particularly useful if the organizations do not have a large cohort of peer staff within each of them. If your agency does not have multiple staff in peer support roles, partner with other providers who also have peer support staff.

When peer staff are forming an agenda, attention should be paid to utilizing the café as an opportunity to provide and receive support as well as to discuss opportunities to promote recovery values and transformation in the agency and community.



It is important to allow time for peers to attend these events and to encourage them to make attendance a priority. It is all too easy to allow attendance to wane when feeling the work pressures increase. But ongoing self-care helps sustain peer staffs' ability to provide quality services.

Recovery Wellness Café Sample Topics

- Review workplace Wellness Recovery Action Plans (WRAP)
- Complete and discuss Self-Care and Compassion Fatigue Assessments
- Introduce a monthly self-care strategy (healthy eating, physical fitness, mindfulness, recreation, social support, etc.)
- Share workplace successes
- Discuss a workplace challenge for the purpose of receiving feedback and support for overcoming it
- Share strategies and tools for time management
- Check in on long-term career goals
- Discuss how peer integration is going for both peer staff individually and the agency as a whole
- Discuss continuing education goals
- Share strategies for balancing personal recovery and workplace demands
- Generate ideas and recommendations for further enhancing the recovery oriented culture to be shared with Change Management Team

Recovery Wellness Café Sample Agenda

- 1. Welcome and Check-In**
(10 mins)
- 2. Self-Care Strategy of the Month: Healthy Eating**
(15 mins)

Keisha Smith to present on benefits of healthy eating and recipes she has used for smoothies on the go

Wrap up with asking for a volunteer to present next month
- 3. Compassion Fatigue Self-Assessment and Discussion**
(20 mins)

Group members will complete brief compassion fatigue assessment and discuss results, as comfortable, with the group
- 4. Other Items/other topics group members wish to bring up**
(5 mins)
- 5. Close**

