

The background image shows a scenic landscape. In the foreground, there are several tall, green plants with clusters of small yellow flowers. Behind them is a large body of water, likely a lake or bay, with a small island in the distance. The background features rolling green hills or mountains under a blue sky with some light clouds. The overall scene is bright and natural.

# The Magnet

## Linking Purpose and Practice in a Recovery-Oriented System of Care

Pamela Woll, MA, CADP  
Great Lakes ATTC

August 2, 2007  
Indianapolis, Indiana

# Who are you?



- Name, where you work
- What attracted you to this workshop?
- What do you want your legacy to be?

# Objectives



- Look at challenges to direction and career growth
- Identify challenges and opportunities in Indiana's system-transformation
- Identify resources
- Use *The Magnet* to hone career direction



# The Magnet



## **A Plan for Aligning Purpose and Professional Practice**

**Pamela Woll, MA, CADP**

Prepared for The Leadership Institute  
Great Lakes Addiction Technology Transfer Center  
2005

- Who are you, and where are you on your journey?
- What are the implications of a “recovery-oriented system of care”?
- What is *The Magnet*?
- Sample Worksheet and Discussions

# What is ROSC?



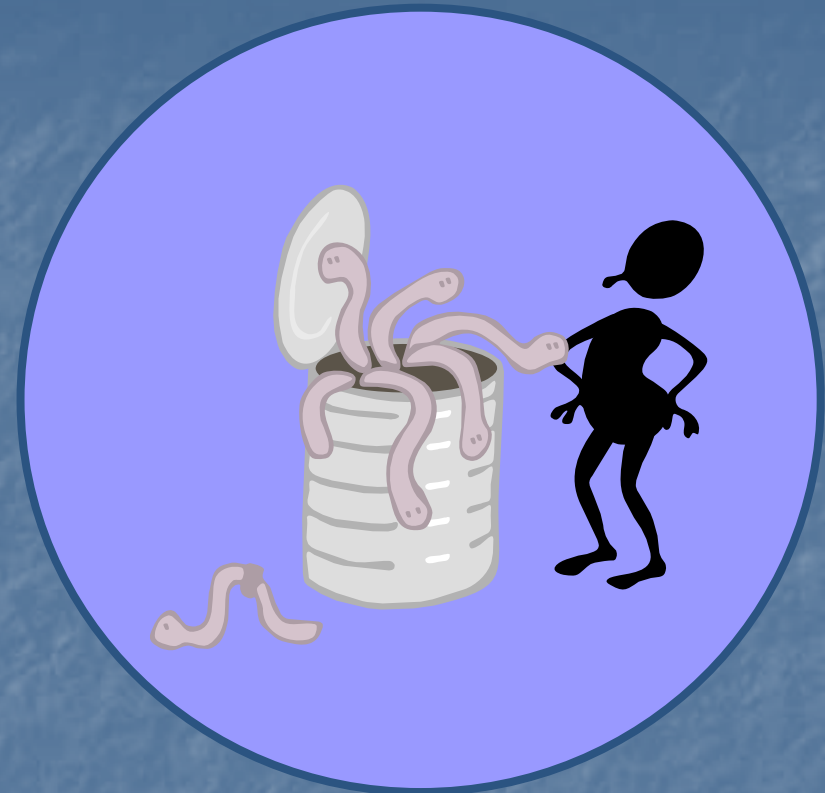
- What have you heard?
- What sounds interesting?
- What sounds challenging?
- What might it mean for your direction?

# Some Implications



- Discussions about definition of “recovery”
- Shift from problem- to recovery-focused approaches
- Concept of “recovery capital”
- Importance of medication-based treatment
- Research into styles/variety of recovery approaches and frameworks, and cultural appropriateness of each
- Treatment professionals becoming students of recovery, developing relationships, and developing active styles of linkage with these individuals and groups

- The Workforce
  - Graying of the field
  - Energy crisis
  - How to pass it on?
- Threat to the field and the people we serve
- The CSAT/PFR/ATTC Leadership Institute



**How did this start?**

# Why the Magnet?

- Three decisions
- Three mirrors
- *The Magnet*
- The role of impermanence
- The role of courage
- The role of trust





“There is a vitality, a life force, an energy, a quickening that is translated through you into action, and because there is only one of you in all of time, this expression is unique. And if you block it, it will never exist through any other medium and it will be lost. The world will not have it. It is not your business to determine how good it is nor how valuable nor how it compares with other expressions. It is your business to keep it yours clearly and directly, to keep the channel open.”

—Martha Graham

# The Magnet

- Direction
- Strengths
- Challenges and Resources
- Assessing Jobs and Projects
- Staying vs. Leaving
- Timekeeping
- Magnets
- The Plan



# Direction

- Who's directing your career?
  - Job market? Bosses or clients?
  - Chance? Old tapes? Fear?
  - You? Higher power? Mission?
- Central challenges
  - Confidence vs. openness
  - Purpose vs. will
  - Seeking guidance
- Worksheets
  - Direction worksheet (p. 17)
  - Directions for future learning (p. 19)
  - Direction Summary Worksheet (p.21)
  - Roles in the Addiction Field (p.22)



# Strengths

- How can strengths:
  - Lift us?
  - Carry us?
  - Go overboard?
  - Work against each other?
- Worksheets:
  - Working Strengths Worksheet (p. 27)
  - Life Strengths and Challenges (p. 29)
  - Goals and Strengths (p. 31)



- What:
  - Clouds our vision?
  - Keeps us stuck?
  - Sends us off on tangents?
- Challenge/Resource Worksheet
  - Challenges to Confidence & Motivation
  - Challenges to Direction
  - Gaps in Knowledge or Skill
  - Physical Challenges

# Challenges & Resources



# Assessing Jobs and Projects

- Often we:
  - Don't question
  - Use limited criteria
  - Don't think of "that question"
- Job/Project Assessment Worksheet
  - Higher Purpose
  - Authority
  - Positioning
  - Generativity
  - Gut Instinct



# Staying vs. Leaving

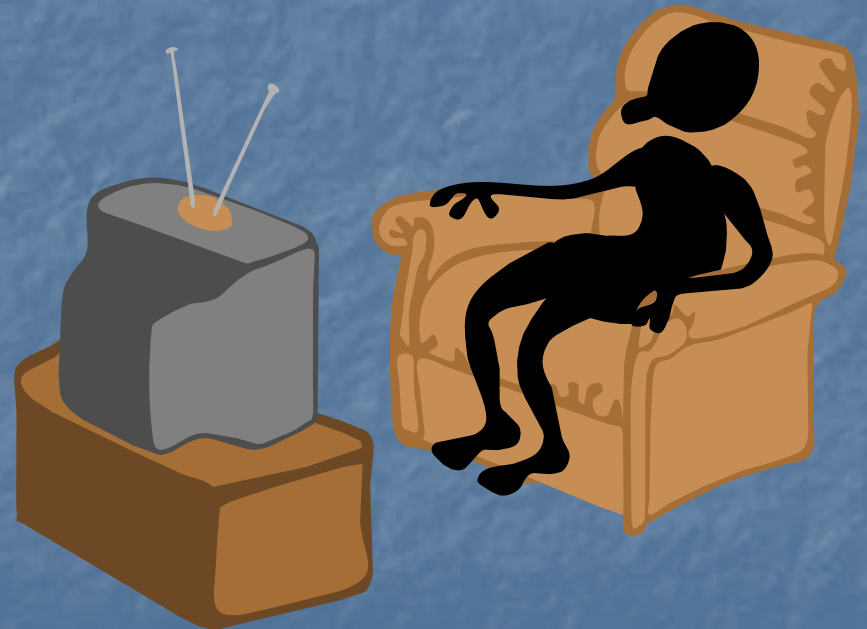


- No bad jobs, no bad people
- Lot of bad matches:
  - Waiting for “them” to change
  - In over their heads
  - Growing out of jobs
  - Stress, fatigue, burnout
  - Scapegoating
  - Waiting for justice
- Life after bad matches!!!
- Worksheets:
  - Options Worksheet (p. 47)
  - Zeroing in on Key Options (p. 49)

# Timekeepin

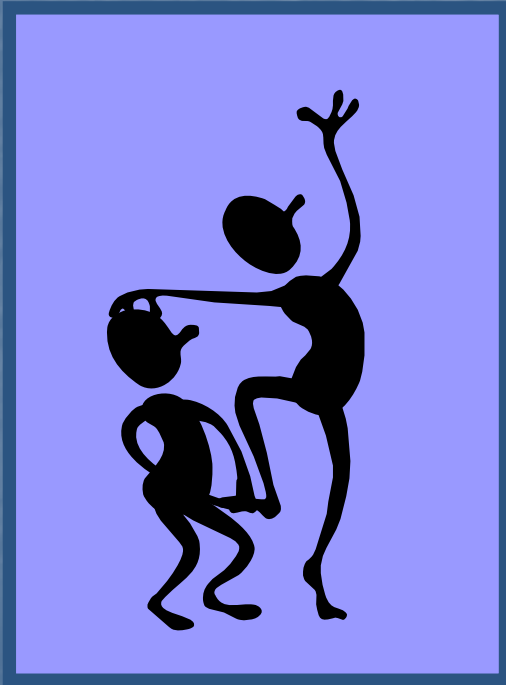
g

- Wasted time = wasted life
- Insight follows behavior change
- Recording as incentive
- Two samples:
  - The Conscience (p. 53)
  - Time Worksheet (p. 54)





# Magnets



- Something will draw you
- Accountability, inspiration, courage
- Choose carefully:
  - Want your success & freedom
  - No compromised relationships
- Two worksheets:
  - Potential Magnet List (p. 57)
  - Magnet Agreement (p. 59)

# The Plan (p. 61)



- Part I: Who you are
  - Strengths
  - Challenges
  - Resources
- Part II: What you're going to do
  - Goals, learning priorities
  - Roles, obstacles, solutions
  - Time commitment, Magnets



# Try it!

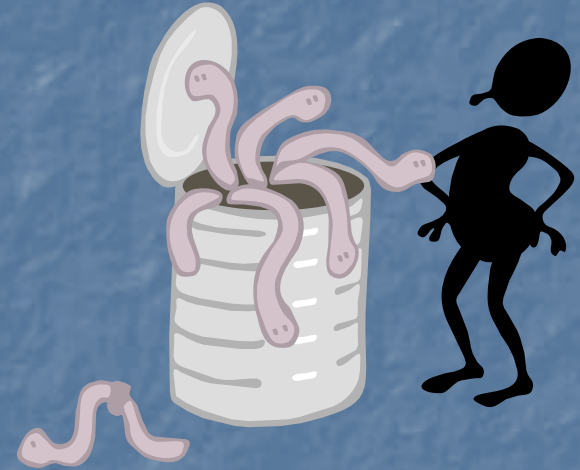


- Pair up (not your boss)
- Direction Worksheet, Handout Pages 5-8
- Step 1: Pick an Area
  - Higher Purpose
  - Authority
  - Positioning
  - Generativity/Gut
- Step 2:
  - Write or talk about it
- Step 3:
  - What did you learn?
  - How did it feel?
  - What's a good next step?



# What have I gotten out of this?

- Products, ideas, plans:
  - *Small Answers*
  - *The Magnet* workbook
  - Web site (almost done)
  - Strength-based prayer, Katrina version, workbook idea
  - Stigma and depression manual
  - Booklet for trauma survivors (going for a grant)
  - Started a novel, started writing songs again, singing
  - *How to Get the Piranhas Out of Your Head*
- Greater productivity, courage, decisiveness



“The foremost challenge for leaders today, we suggest, is to maintain the clarity to stand confidently in the abundant universe of possibility, no matter how fierce the competition, no matter how stark the necessity to go for the short-term goal, no matter how fearful people are, no matter how urgently the wolf may appear to howl at the door.”

**The Art of Possibility (Zander & Zander, 2000)**



**What would you  
do if you trusted?**



**Wrap-Up**

**pamelawoll@sbcglobal.net**