

# Recovery-Oriented Practice Learning and Development Plan Sample

Dimension of Recovery	Skills/Guidelines to Improve	Goals	Strategies
<p><b>2D:</b> Building collaborative relationships and reflective practice</p>	<p>Share ideas and options with a coaching approach, rather than giving advice in a critical or judgmental way.</p>	<p>I will advance my skills in building collaborative relationships and reflective practice by</p>	<ul style="list-style-type: none"> <li>Attend Recovery College courses taught by recovery-oriented champions to observe how they facilitate and ask questions to promote discussion.</li> </ul>
	<p>Encourage open and honest discussion, especially when there are differences.</p>	<ul style="list-style-type: none"> <li>improving my coaching skills to avoid advice-giving behaviour; and</li> </ul>	<ul style="list-style-type: none"> <li>Join the Recovery College community of practice to learn from the experiences and best practices of other facilitators.</li> </ul>
		<ul style="list-style-type: none"> <li>enhancing my facilitation skills to ask questions that promote open and honest discussion among course participants.</li> </ul>	<ul style="list-style-type: none"> <li>Enrol in a course on coaching for development.</li> </ul>
			<ul style="list-style-type: none"> <li>Plan regular time in the course for open and honest discussion . . .</li> </ul>
Sources of Funding	Updates (What have you learned?)	Evaluation	Outcomes
<ul style="list-style-type: none"> <li>Joint funding among Mental Health Network organizations</li> </ul>	<ul style="list-style-type: none"> <li><b>September:</b> Have had success in leaving time in the course for participants to have open and honest discussion about the course and their experiences.</li> </ul>	<ul style="list-style-type: none"> <li>Post-course evaluation survey</li> </ul>	<ul style="list-style-type: none"> <li>32% increase in participants' positive response to the indicator, "The facilitator shared ideas and options with a coaching approach."</li> </ul>
	<ul style="list-style-type: none"> <li><b>October:</b> Sat in on the Leisure, Health, and Wellness course and learned an excellent question to start a discussion with participants: "What is on your mind today?"</li> </ul>		<ul style="list-style-type: none"> <li>58% increase in participants' positive response to the indicator, "The facilitator encouraged open and honest discussion, especially when there were differences."</li> </ul>