**Recovery-Oriented Organization Self-Assessment**

Thinking about your own program and using the rating scale below, rate your program’s level of integration on the following characteristics.

Rating scale:

3 = Strong-This is a strength for my program

2 = Progress-We’ve made progress toward this ideal

1 = Beginning-We’re beginning to make these changes

0 = Nothing-We haven’t done anything in this area

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| **Characteristics** | **Rating** | **Comments/Evidence** |
| Mission | | |
| Mission statement focuses on helping people with mental health and/or substance use conditions achieve recovery outcomes. |  |  |
| Mission statement is known by all staff and program participants. |  |  |
| Mission statement reflects the values of choice, growth potential, person-centeredness and person involvement. |  |  |
| Policies | | |
| Policies allow for multiple points of entry. |  |  |
| Policies recognize that people differ in their readiness for change. |  |  |
| Policies reflect the values of choice, growth potential, person-centeredness and person involvement. |  |  |
| Procedures | | |
| Procedures are structured to engage program participant-have orientation sessions, open houses, multiple points of entry, etc. |  |  |
| Programs participants are involved in all aspects of their treatment and planning. |  |  |
| Procedures allow for comprehensive assessment of behavioral health issues |  |  |
| Procedures reflect the values of choice, growth potential, person-centeredness and person involvement. |  |  |

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| Personnel | | |
| Program recruits, hires and retains personnel with recovery values. |  |  |
| Program involves program participants in staff hiring. |  |  |
| Personnel policies emphasize recovery competencies rather than only valuing credentials. |  |  |
| Program provides opportunities for staff development. |  |  |
| Program supports staff self-care. |  |  |
| Program hires peer support staff. |  |  |
| Program Environment | | |
| The program environment is warm and welcoming. |  |  |
| The program environment is a cultural match. |  |  |
| Reception is comfortable and accommodating. |  |  |
| The program environment is trauma sensitive. |  |  |
| Environment is non-segregating. |  |  |
| Environment is accessible. |  |  |
| Network | | |
| Program network includes services that support the needs of people with mental health and substance use conditions. |  |  |
| Program network includes services and supports within and outside the formal service system. |  |  |
| Program network is vast. |  |  |
| Program partners with service participants to develop and expand its network. |  |  |