RECOVERY ORIENTED
PSYCHIATRIC REHABILITATION:
ASSESSING SKILLS & RESOURCES-
MORE THAN A CHECKLIST

Adapted from *Essential Guide To Psychiatric Rehabilitation* (2011). Wm. Anthony & M. Farkas

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BASIC PRINCIPLE OF PSYCHIATRIC REHABILITATION

Success and satisfaction in a preferred valued role depends on skills and supports
ASSESSING SKILLS AND RESOURCES

- Do you currently assess skills? Supports? If so, what kinds?
- How do you currently assess skills? Supports?
- Why do you assess them that way? What is the purpose?
# PSYCHIATRIC REHABILITATION PROCESS - REVIEW

<table>
<thead>
<tr>
<th>Diagnosis (D)</th>
<th>Planning (P)</th>
<th>Intervention (I)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Am I prepared to work on role goals really? (Readiness)</td>
<td>Which skills and supports will I start with?</td>
<td>What do I do to learn what I absolutely don’t know? (DST)</td>
</tr>
<tr>
<td>Where and in what role do I want to LLWS? (ORG)</td>
<td>Which interventions will I use?</td>
<td>Why can’t I use the skills I have? What do I do to overcome those barriers? (Programming)</td>
</tr>
<tr>
<td><strong>What critical skills do I need to be successful &amp; satisfied there? (FA)</strong></td>
<td>Who will help me? When will I be done?</td>
<td>What has to happen for me to get supports that I don’t have? (Linking)</td>
</tr>
<tr>
<td><strong>What critical supports? (RA)</strong></td>
<td></td>
<td>What has to happen if these supports don’t exist? (Modifying/Creating)</td>
</tr>
</tbody>
</table>

(Farkas et al., 2016; Anthony & Farkas 2011)
GENERAL SKILL CHECKLISTS

5 (Excellent)                             3 (Average)                                 1 (Unsatisfying)

- GROOMING
- BUDGETING
- TOILETING
- TRANSPORTATION
- COMMUNICATIONS

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FOCUS ON SKILLS IN PSYCHIATRIC REHABILITATION

Purpose is:

• a) to help individuals achieve their unique overall rehabilitation goal (i.e. role plus environment)
• b) to increase person’s mastery over environment/agency
WHAT IS A SKILL?

General Characteristics

• Behavioral
• Purposeful
• Compound
• Standardizable
• Generalizable
• Stable

• Action verb
• Do it to produce a specific outcome
• Involves knowledge AND behaviors to do it
• Makes sense to say “does it well” or “does it poorly”
• Can be used across circumstances
• Stays with the person over time
EXAMPLE: SKILL

• Resolving roommate conflict

• [behavioral] [knowledge+ behaviors- compound]

• [purposeful]

• [generalizable]

• [stable]
EXERCISE: WHICH OF THESE IS A SKILL?

<table>
<thead>
<tr>
<th></th>
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<tr>
<td>2. Communicating</td>
<td></td>
</tr>
<tr>
<td>3. Standing</td>
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<tr>
<td>4. Analyzing cues</td>
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<td>5. Doing laundry</td>
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<td>6. Brushing teeth</td>
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<td>7. Starting small talk</td>
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<td>8. Responding to criticism</td>
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<td>9. Money management</td>
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<td>10. Not getting angry</td>
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### WHICH OF THESE IS A SKILL? ANSWERS

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ASSESSING SKILLS

• Role + environment (ORG)
  • (Working as computer programmer)

• Environmental Demands (success)
  • E.g. Be good at coding
  • Underlying skill: Analyzing component elements of action

• Personally Important Behaviors (satisfaction)
  • E.g. Unsatisfying situations:
    • Boss disrespects me by talking to me as though I were a “complainer”
  • Satisfying behavior
    • Telling boss that I am valuable
    • Underlying skill: Reporting problem solutions to boss
EXERCISE

• Use ORG you created—or if you were not in workshop—
• “I want to keep my current job until May 2018”

• Name 3 environmental requirements (explicit; implicit)
• Name 1 personally important behavior
• Name 1 underlying skill
WHAT ARE SUPPORTS?

Resources which provide support:

• Relatives, friends, provider network
• Meeting room; activity center; gym
• Watch; alarm clock; smartphone; seat cushion
• Youth group meetings; Zumba classes; AA meeting
HOW DOES A RESOURCE BECOME A SUPPORT?

• Operationalized actions
• Provides something related to the person’s Overall Rehabilitation Goal
• E.g. **Resource: Friends**
  
  **Support:**

  • % of times per week, *my friends call me to do something fun with them that I can afford*
EXERCISE

• Use ORG you created—or if you were not in workshop—
• ” I want to keep my current job until May 2018”

• Identify 2 resources you need to achieve that goal
• Identify how often you need it
• Identify what support you need from that resource
WHAT IS RECOVERY ORIENTED ABOUT THIS KIND OF ASSESSMENT? RECOVERY VALUES GUIDE PROCESS

• Skills and supports are related to a *meaningful life and choice* —valued role identified by person
• Skills and supports are *person oriented*—they include strengths as well as deficits
• Skills and supports are assessed in *partnership* with the person-technology teaches the person how to self assess
• Skills and supports are concrete and operationalized—*hopeful* in that they can be taught or resource can be linked to person—not immutable
FUNCTIONAL & RESOURCE ASSESSMENT

• **ORG**: I want to live in my own apartment, with my dog on Ash St. until next October

• **F.A.** # of weeks per month, I bank the money I need to pay the rent and feed the dog, when I get my pay check/pension money

• **RA** % of times per week, my friends call me to do something fun with them that I can afford

• **Characteristics:**
  - Assessed in terms of Overall Rehab Goal
  - Skills and supports identified in terms of what bring BOTH success and satisfaction
  - Assessment done with/by the person-provider supports/teaches person how to do assessment
  - Final outcome, the frequency of concrete, observable actions or resources done for the ORG
  - **Skill/Support +** (does it as often as needed, in way needed)
  - **Skill /Support −** (does not)

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