

**Vital Signs**  
**Organizational Self-Assessment for Recovery Oriented,  
 Person-Centered Practices for Adults**

**Organizational Version**

**Program | Workgroup | Dept. Name**

Based on the definition of recovery below, check the box that best matches your **assessment of the way in which** recovery-oriented, person-centered practices are provided in the program.

***“Mental health recovery is a journey of healing and transformation enabling a person with a mental health problem to live a meaningful life in a community of his or her choice while striving to achieve his or her full potential.”<sup>1</sup>***

**The organization...**

A. EMPLOYS COMPETENT AND TRAINED STAFF	<u>Strongly Disagree</u>	<u>Disagree</u>	<u>Neutral</u>	<u>Agree</u>	<u>Strongly Agree</u>
<i>Check the box that matches your experience:</i>					
A1. Service recipients view the staff as competent, knowledgeable, and collaborative.	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
A2. The staff demonstrates an understanding of recovery, wellness, and resilience.	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
A3. Most individuals providing services for our program have been trained in person centered practices.	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
A4. The staff is supervised for implementation of person-centered practices.	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
<ul style="list-style-type: none"> <li>• Supervisors are trained in person-centered planning.</li> <li>a) Supervisors monitor plans for fidelity to person-centered planning principles, including:               <ul style="list-style-type: none"> <li>• Individuals' attributes and capacities</li> <li>• Individuals' interests and preferences</li> <li>• Individuals' priorities</li> <li>• Individuals' definitions of good support</li> <li>• Development of that support with a clear emphasis on strengthening natural supports and connection to the community</li> </ul> </li> <li>• Supervisors mentor supervisees around implementation of person-centered practices.</li> </ul>	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>

<sup>1</sup> National Consensus Statement on Mental Health Recovery. (2006). Rockville, MD: Office of Consumer Affairs, Center for Mental Health Services, Substance Abuse and Mental Health Services Administration, U.S. Department of Health and Human Services. Available from: [www.samhsa.org](http://www.samhsa.org) and the NEC website: [www.power2u.org](http://www.power2u.org).

## The organization...

<b>A. EMPLOYS COMPETENT AND TRAINED STAFF</b>		<u>Strongly</u> <u>Disagree</u>	<u>Disagree</u>	<u>Neutral</u>	<u>Agree</u>	<u>Strongly</u> <u>Agree</u>
Check the box that matches your experience:						
A1.	Skills within the organization include a wide range of evidence-based practices, including trauma-informed services, DBT, management of co-occurring disorders, CBT, and engagement strategies.	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
A2.	Those who work with individuals receiving services to write person-centered plans know how to document medical necessity, including the criteria for goals, objectives, and interventions and how various plans interact or cascade (CCP).	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
<b>B. ENCOURAGES PEER SUPPORT AND INVOLVEMENT</b>		<u>Strongly</u> <u>Disagree</u>	<u>Disagree</u>	<u>Neutral</u>	<u>Agree</u>	<u>Strongly</u> <u>Agree</u>
Check the box that matches your experience:						
B1.	There is a commitment to include peers at all levels (including direct care provider, manager, administrator, board of directors, and support staff) in the organization.	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
B2.	Peers have meaningful participation at planning and organizational meetings (staff, board meetings, etc.)	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
B3.	Peers who are employed by the organization have access to professional development and supports needed to maintain their ability to provide the peer perspective.	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
B4.	The organization is committed to strengthening the community of recovering persons and helping them to fight barriers to support such as discrimination and stigma.	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
<b>C. IS A MODEL FOR TRANSFORMATIONAL LEADERSHIP</b>		<u>Strongly</u> <u>Disagree</u>	<u>Disagree</u>	<u>Neutral</u>	<u>Agree</u>	<u>Strongly</u> <u>Agree</u>
Check the box that matches your experience:						
C1.	The organization participates in a leadership group (community of practice) that works together to enact a shared transformational agenda.	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
C2.	The vision of recovery-oriented person-centered practices is endorsed by the board of directors, administration, supervisors, direct care professionals, and support staff.	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
C3.	The organization rewards and recognizes champions of recovery-oriented person-centered practices.	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
C4.	There is a culture of innovation that encourages people to take innovative risks.	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
C5.	Accomplishments are celebrated at all levels; consumer, staff, team, and leadership.	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
C6.	Individuals receiving services are viewed as true customers. Surveys of consumers measure satisfaction with recovery-oriented, person-centered aspects of care.	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>
C7.	Job descriptions and performance evaluations in the organization reflect a recovery-oriented person centered orientation.	<input type="checkbox"/> <sub>1</sub>	<input type="checkbox"/> <sub>2</sub>	<input type="checkbox"/> <sub>3</sub>	<input type="checkbox"/> <sub>4</sub>	<input type="checkbox"/> <sub>5</sub>

C. IS A MODEL FOR TRANSFORMATIONAL LEADERSHIP

Strongly Disagree   Disagree   Neutral   Agree   Strongly Agree

Check the box that matches your experience:

C8. The organization actively seeks to align services with a person-centered, recovery oriented approach, e.g., providing support for community integration.

<sub>1</sub>   <sub>2</sub>   <sub>3</sub>   <sub>4</sub>   <sub>5</sub>

COMMENTS:

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