

IRWCCB

Certified Recovery and Wellness Coach Supervisor (CRWCS)

Definition

A Recovery and Wellness Coach Supervisor (CRWCS) is a certified recovery and wellness coach who is committed to supporting and providing professional, ethical and effective supervision to recovery and wellness coaches.

The CRWCS role is intended to be non-clinical since it does not involve counselling or treatment interventions; diagnosis and assessment; or other medical, psychiatric or psychological services. The CRWCS role focuses on the tasks, skills and knowledge required by recovery and wellness coaches to provide helpful and effective recovery and wellness coaching to clients / recoverees and emphasizes linking *recovery and wellness coaches* with individualized support services and resources to enhance their development, effectiveness and role as recovery and wellness coaches.

The recovery and wellness coach supervision relationship is based upon mutual respect, trust and honesty with the central task of meeting the person receiving supervision where they are in their recovery and wellness coach practice, identifying the recovery and wellness coaching goals of the *person receiving coach supervision* and assisting them to reach them. It is the responsibility of the CRWCS to ensure recovery and wellness coaches are fully informed of and consent to the scope, limitations, requirements and nature of the *recovery and wellness coach supervision* relationship.

All individuals can play an important role in promoting recovery and wellness and as a result, the CRWCS credential is not limited to those in recovery from any CRWC speciality. Personal recovery, lived experiences, and wellness bring a unique and significant benefit to *recovery and wellness coach supervision*. Since the *person being supervised* should be the decision maker in all aspects of the supervision relationship, it is ultimately up to them to determine the background, experience and recovery status of a CRWS supporting their recovery and wellness coaching.

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Job Task Analysis – CRWCS Performance Domains

The following definitions are used to guide the CRWCS certification process:

Supervisee: a recovery and wellness coach who is in a supervision relationship with a Recovery and Wellness Coach Supervisor:

Recovery and Wellness Coach: anyone interested in or committed to recovery and wellness coaching

Client / Recoveree: anyone interested in, seeking or maintaining sustained recovery from a CRWC speciality

Recovery and Wellness Coach Supervisor: an experienced recovery and wellness coach that is specifically trained to provide mentorship, consultation, assistance and coaching for recovery and wellness coaches.

Certified Recovery and Wellness Coach Supervisor: anyone that has completed the certification process and is actively certified as a Certified Recovery and Wellness Coach Supervisor.

PROPOSED CRWCS Standards

CRWC credential: All candidates interested in applying for the CRWCS must already hold an active CRWC credential *or other credential recognized by the IRWCCB.*

Recovery and Wellness coaching experience: All candidates interested in applying for the CRWCS must have the required experience of providing recovery and wellness coach services to *clients / recoverees*

Recovery status: Not required to apply for the CRWCS

Recovery and Wellness Coaching Supervision: All candidates are expected to be receiving ongoing and regular coaching/supervision from a recovery and wellness coach supervisor.

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Recovery and Wellness coaching-specific supervision education and training: A minimum of 150 hours of supervision specific training is required.

Recovery and Wellness coaching - specific work experience: A minimum of 750 hours of recovery and wellness coaching experience is required to complete the credentialing.

Recovery coaching-specific supervision delivered: A minimum of 100 hours of supervised recovery and wellness coaching-specific supervision experience is required with recovery coaches actively engaged in delivering recovery coaching to clients / *recoverees*.

Recovery coaching-specific supervision received: A minimum of 100 hours of recovery coaching-specific supervision experience received from a qualified recovery coach supervisor.

CRWCS PERFORMANCE DOMAINS

- I. **Coach Supervision**
- II. **Coach Development & Education**
- III. **Recovery and Wellness Coach Capacity Building**
- IV. **Ethical Responsibility**

I. Coach Supervision

Task 1 - Develop with the *supervisee* a comprehensive understanding of the *supervision relationship* including the shared expectations, goals, limitations and requirements of the relationship

Task 2 – Design and maintain a *supervisor* to *supervisee* relationship that is robust, transparent and effective.

Task 3 - Manage the *supervisory relationship* with respect, professionalism and compassion.

Task 4 - Provide and maintain a relationship where the *supervisee* can explore a wide range of reflective and evaluative practices.

Task 5 - Understand and respect the varied approaches, methods and uses of current and

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ongoing coaching supervision and apply this to the *supervisory relationship*

Task 6 - Provide *supervisees* with case and session specific feedback and consultation as requested and required

Task 7 - Recognize a potential crisis situation and respond appropriately

II. Coach Development & Education

Task 1 - Provide education to each *supervisee* about the process of supervision as it relates to their goals, choices, preferences and development in their recovery and wellness coaching practice.

Task 2 - Develop a professional development plan with the *supervisee* based upon the *supervisee's* learning preferences, goals, strengths and ongoing competence.

Task 3 - Utilize strategies to build recovery and wellness coaching skills, effectiveness, knowledge and insight for *supervisees*

Task 4 - Recognize a *supervisee's* ongoing strengths and assets and determine their needs and interests for individualized supervision support by utilizing competence and confidence assessment strategies.

Task 5 - Recognize individualized needs and assist *supervisees* to connect with diverse supervision modalities, techniques and communities.

III. Recovery and Wellness Coach Capacity Building

Task 1 - Maintain current knowledge of recovery and wellness coaching training, support and supervision resources.

Task 2 - Develop recovery coaching development partnerships with recovery and wellness support, recovery and wellness training and other service providers and resources.

Task 3 – Develop, where possible, positive proactive relationships with systems of care including recovery and wellness support services, behavioural health treatment providers, medical providers, government agencies, criminal justice, child welfare, basic needs, education, employment and other systems as needed

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Task 4 - Share positive and helpful information about recovery and wellness coaching, recovery and wellness coaching supervision and encourage others to do the same

IV. Ethical Responsibility

Task 1 - Adhere to the IRWCCB Code of Ethical Conduct and Disciplinary Procedures

Task 2 - Recognize and maintain appropriate boundaries and ensure dual relationships do not negatively impact the *supervisory relationship*

Task 3 - Share information about a *supervisee* only when they are present and/or authorize disclosure *OR* obtain written consent that complies with the appropriate national and regional laws and regulations of the jurisdiction within which the *supervisee* and supervisor are working

Task 4 - Support a *supervisee* to maintain appropriate boundaries and ethical standards when sharing case and session information as part of their supervision process.

Task 4 - Maintain knowledge of and adhere to all national and regional laws and regulations regarding mandatory reporting, confidentiality, record keeping and consent procedures

Task 5 - Seek ongoing regularly scheduled consultation & coaching from a *recovery and wellness coach supervisor*

Task 6 - When working with a *supervisee* avoid any activities outside the scope of the CRWCS role including medical/psychiatric advice and spiritual advisor.

Task 7 - Avoid conflicts of interests, exchange of goods and services, potential exploitation and financial arrangements not in the best interest of the *supervisee*