

## Distinguishing the Addiction Counselor, Recovery Coach & Sponsor

William White 2006 & 2009



<b>Characteristic</b>	<b>Counselor</b>	<b>Recovery Coach</b>	<b>Sponsor</b>
<i>Foundational Knowledge</i>	Emphasis on formal education (theory & science); Vetted by the profession	Emphasis on experiential knowledge & training; Vetted by the community	Emphasis on experiential knowledge; Vetted by reputation within the community of recovery
<i>Organizational Context</i>	Works within organizational hierarchy of treatment organization & with direct supervision	Organizational settings span treatment organizations, allied service organizations & recovery community organizations; Varied degree of supervision	Minimal hierarchy & no formal supervision
<i>Service/Support Framework</i>	Works within a particular organizational treatment philosophy	Works across multiple frameworks of recovery via choices of those with whom they work	Works within beliefs & practices of a particular recovery fellowship
<i>Service/Support Relationship</i>	Significant power differential; Extreme separation of helper/ helpee roles; Explicit ethical guidelines High external accountability	Minimal power differential; Ethical guidelines being developed; Moderate external accountability	Minimal power differential; Support is reciprocal; Relationship governed by group conscience; No external accountability
<i>Style of Helping</i>	Formal, personally guarded & strategic	Variable by organizational setting but generally personal & informal	Informal, open & spontaneous
<i>Use of Self</i>	Self-disclosure discouraged or prohibited	Strategic use of one's own story; Role model expectation	Strategic use of one's own story; Role model expectation



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<i>Temporal Orientation</i>	Considerable focus on past experience	Focus on present: What can you do today to strengthen your recovery?	Variable by fellowship & stage of recovery of sponsee
<i>Duration of Service/Support Relationship</i>	Brief & ever briefer	Measured in months or years (Via sustained recovery checkups)	Variable but can span years
<i>Role of Community in Recovery</i>	Intrapersonal & interpersonal focus; Minimal focus on ecology of recovery Minimal advocacy	Focus on linking to community resources & building community recovery capital; Significant advocacy work	Intrapersonal & interpersonal focus; Minimal focus on ecology of recovery; Minimal advocacy
<i>Documentation</i>	Extensive & burdensome	Minimal but growing	None
<i>Compensation</i>	Works as a paid helper; Client or third party pays for service	Works in paid or volunteer role; Service may be paid for by person being coached or a third party	Provides support only as part of one's own service work; No fees paid to sponsor or recovery fellowship