

# *Incorporating Entrepreneurial Opportunities and Leadership Development as Effective Models of Treatment*

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# Learning Objectives



- Identify the leadership traits of people with substance use disorder
- Describe how these traits play a vital role in both the addictive behavioral patterns and leadership abilities of those with SUD
- Discover how identification of these traits can be combined with solutions-focused therapy, leadership development, and entrepreneurial opportunities to create an effective model of recovery

# Overview: Trait-Based Model of Recovery

Recovery strategies based upon strengths, not deficiencies

Person-centered approach

Dynamic model which connects recovery to resources

# Addiction and Leadership Research

## Research Article

# Addiction and leadership: How authentic and transformative leaders are emerging from the adversity of substance use disorder

**Jason Roop, Ph.D\***

Executive Director of Technology Training Center, Adjunct Professor of Business, Campbellville University, USA

## More Information

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- **140 participants**  
(when combined with current study)
- **21 Themes**  
(personality traits, character traits, experiences)
- **10 Traits**  
(Transformative and Authentic Leadership)

# Research Methodology

## Initial Study

- Included 15 participants collected over 3-year period
- Interviews, Focus Groups, Observations, Field Notes
- Identified top characteristics of Leaders and those with SUD
- Data revealed 21 themes

## Current Study

- 123 Participants
- 21 themes honed down to 10 traits found in active addiction
- Utilized to create assessment survey of 63 total questions
- 4 prominent traits—resilience, creativity, gratitude, self-awareness

Leadership Dimensions	Corresponding Codes and Themes
Self-Awareness	Authenticity, Self-Awareness, Gratitude, Self-Leadership, Self-Leadership, Accountability, Posttraumatic Growth, Humility, Spirituality
Internalized Moral Perspective	Persistence, Tenacity, Intentionality, Integrity
Balanced Processing	Empathy, Integrity, Humility
Relational Transparency	Authenticity, Humility, Humility
Idealized Influence	Persistence, Resilience, Motivation, Tenacity
Inspirational Motivation	Authenticity, Empathy, Persistence, Creativity, Motivation
Intellectual Stimulation	Creativity, Breaking the Rules
Individualized Consideration	Empathy, Integrity, Humility, Spirituality



# Leadership Traits found in Addiction

*Tenacity*

*Self Awareness*

*Resilience*

*Creativity*

*Empathy*

*Social Intelligence*

*Authenticity*

*Determination*

*Motivational*

*Appreciation*

# Benefits of Building on Strengths

- Trait-Based Model of Recovery is focused on empowering people to follow their own self-directed path of recovery. In doing so, the person is supported so they can reach their full potential.



# Benefits of Building on Strengths

- This approach is distinct from other authoritarian approaches to treatment where the individual is prescribed a rigid path of recovery, in addition to a narrow definition of what successful recovery means.



# Why our Starting Point Matters

- Instead of employing the traditional model which emphasizes problems and failures; the trait-based approach allows practitioners to acknowledge that every individual has a unique set of strengths and abilities that he/she can rely on to overcome problems.



# Why our Starting Point Matters

- The traits-based approach aligns itself with the notion of mental health recovery by focusing on person's ability and helping develop confidence to embark on the journey of recovery with hope and purpose.





# Why our Starting Point Matters

- Studies show that strength assessments are linked to positive recovery outcomes, improved behavioral patterns, and life satisfaction.
- All environments contain resources that can help individuals develop their strengths.



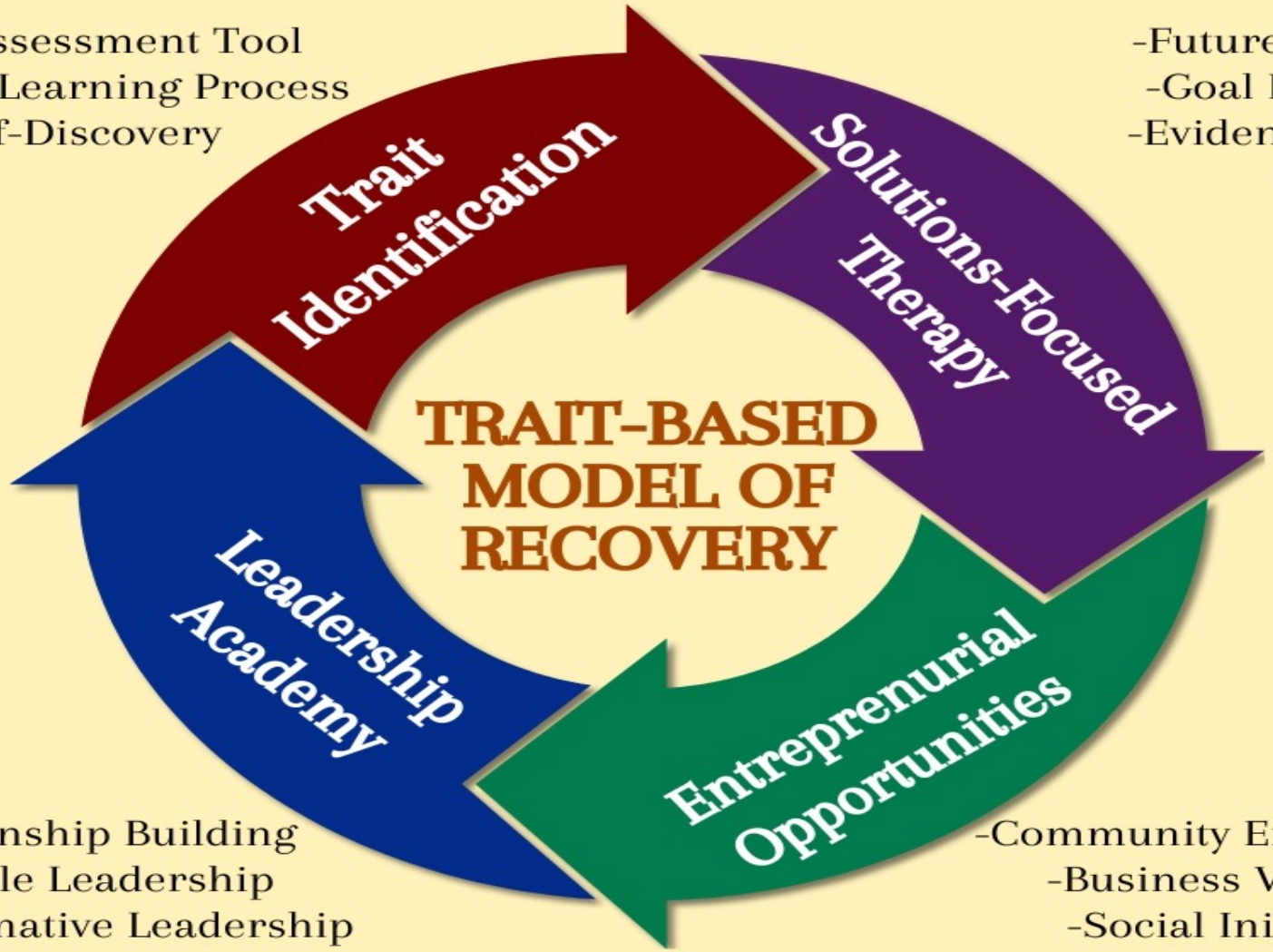
# Why our Starting Point matters

- This approach builds upon a positive perspective which translates into improved self-confidence, understanding, and momentum for the recovery journey.



- Trait Assessment Tool
- Dynamic Learning Process
- Self-Discovery

- Future focused
- Goal Directed
- Evidence Based



- Relationship Building
- Flexible Leadership
- Transformative Leadership

- Community Engagement
- Business Ventures
- Social Initiatives

# Guiding Principles of Trait Based Model of Recovery

Person-Centered and Dynamic

Asset-Based Approach

Holistic and Transformative

# Guiding Principles of Trait Based Model of Recovery

Recovery should not be rigid and can be best supported through relationship and social networks

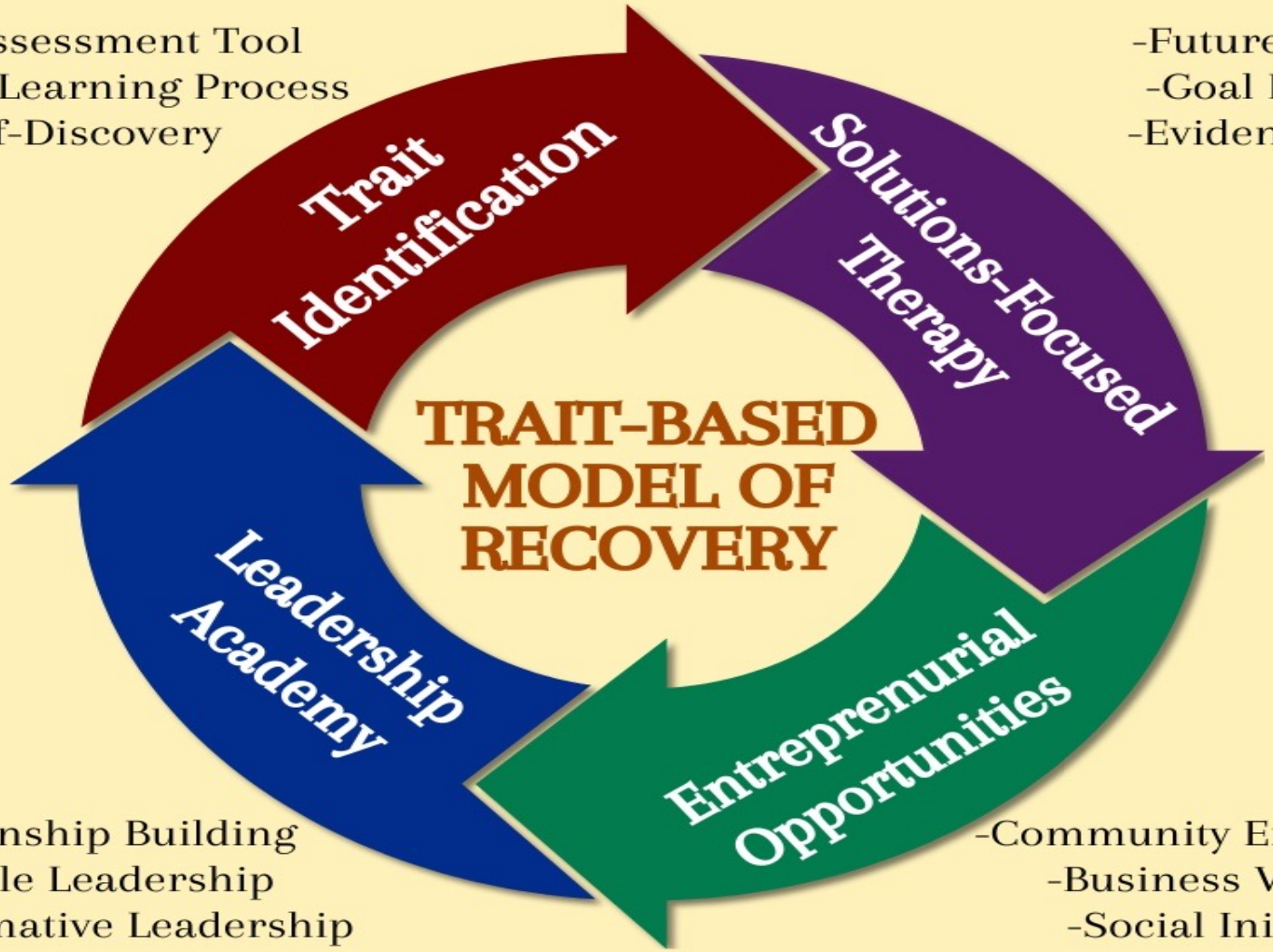
Recovery includes individual, family, and community strengths

Recovery is an ongoing path of self realization, self improvement, and social engagement



- Trait Assessment Tool
- Dynamic Learning Process
- Self-Discovery

- Future focused
- Goal Directed
- Evidence Based



- Relationship Building
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- Community Engagement
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# Leadership Traits found in Addiction

*Tenacity*

*Self Awareness*

*Resilience*

*Creativity*

*Empathy*

*Social Intelligence*

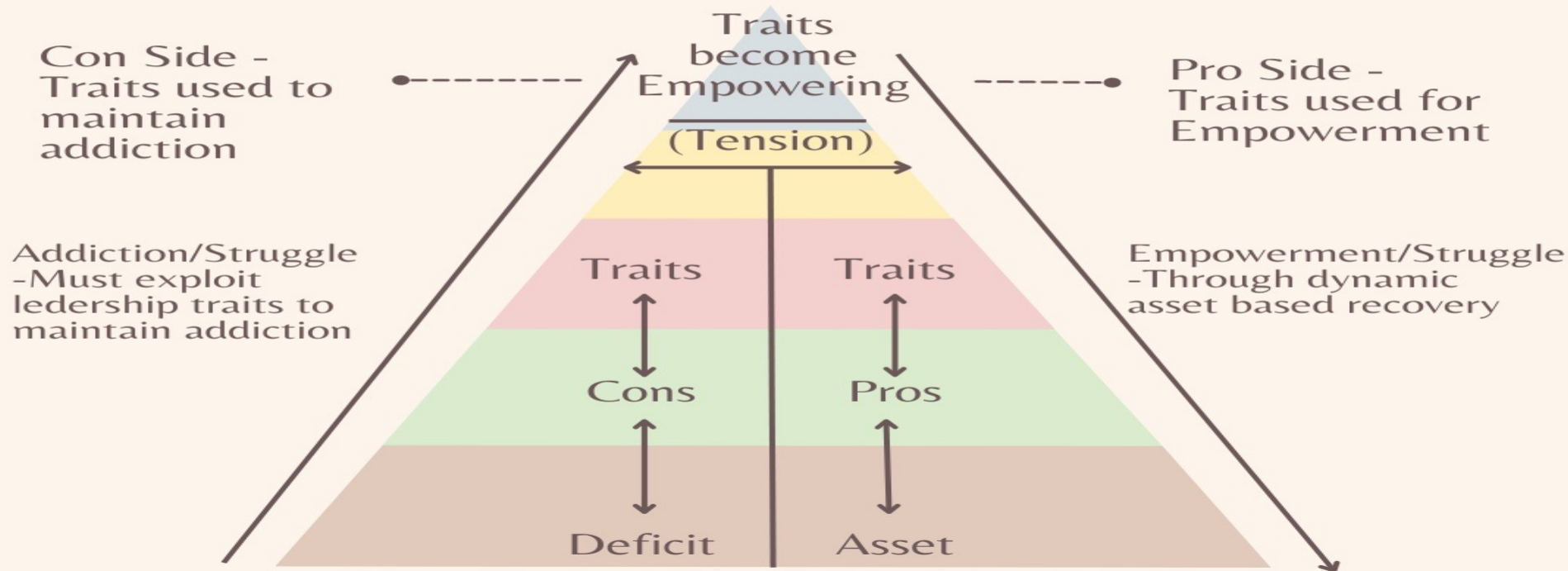
*Authenticity*

*Determination*

*Motivational*

*Appreciation*

# TRANSFORMATIONAL LEADERSHIP/ SELF ACTUALIZATION



## Centrality of Contradiction

Contradictions have to be worked out in asset-based recovery model/context. These contradictions cannot be resolved simply through understanding but rather through practice (treatment in action)

# 'The Shadow Side and the Light Side'

<u>Trait</u>	<u>Positive</u>	<u>Negative</u>
Tenacity	<i>Goal-Focused</i>	<i>Socially disruptive</i>
Resilience	<i>'Never Give Up' Attitude</i>	<i>Repeats destructive behavior</i>
Empathy	<i>Compassion in action</i>	<i>Manipulative</i>
Authenticity	<i>Transparent with weaknesses</i>	<i>Uncontrolled emotions</i>
Motivational	<i>Inspires others</i>	<i>Leads others to danger</i>

# 'The Shadow Side and the Light Side'

<u>Trait</u>	<u>Positive</u>	<u>Negative</u>
Self-Awareness	<i>Admits mistakes</i>	<i>Protects self at all costs</i>
Creativity	<i>Finds solutions</i>	<i>Remains in denial</i>
Social Intelligence	<i>Cultivates relationships</i>	<i>Attempts to control others</i>
Determination	<i>Elevated commitment</i>	<i>Uses despite risks</i>
Appreciation	<i>Remains grateful</i>	<i>Only when in relation to using</i>



# TRAIT IDENTIFICATION

*(Main Strategies)*

- Assessments, Meditation, Therapy

- Connect to Community

- Communication

# SOLUTIONS-FOCUSED THERAPY

*(Main Strategies)*

- Therapy focused on solutions and action

- Brief and affordable

- Develops critical thinking and empowerment

# LEADERSHIP ACADEMY

*(Main Strategies)*

- 8 Week Curriculum

- Specific to those in Recovery

- Transformative and Authentic Leadership

# ENTREPRENEURIAL OPPORTUNITIES

*(Main Strategies)*

- Business, Nonprofit, and Social

- Fosters creativity and relationships

- Community Based

## Quotes from Study Participants

*“Today, my leadership traits that were once used for negative, self-serving purposes are now used for the good, to help others find and sustain recovery, train recovery leaders, break stigma and advocate for addiction, mental health, and recovery support services all around the country.”*

Official of National Organization for Support for Persons in Recovery

## Quotes from Study Participants

*“Recovery forced me to take a long hard look at myself, especially the things that I don’t like. I think that self-searching results in some humility and self-awareness that serves us well in leadership roles.”*

Founder, Community Organization serving persons with Substance Use problems and Homelessness, College Professor

## Quotes from Study Participants

*“I’ve been a leader my whole life. It boiled down to what I channeled the ability towards, whether it be hustling or working. I find that I can adapt to anything, but most of all I found that change was only possible when I got tired of the pain and consequences of the active addict lifestyle.”*

Business Owner, Founder of NA Group, Operates a Sober Living Home



# The Leadership Traits found in Addiction

*“Addiction requires a certain perseverance, so does recovery, and so does leadership.”*

CEO and Founder, Substance Use Treatment provider

# The Leadership Traits found in Addiction

*“It’s like a superhero that goes from the dark side to the good side. They didn’t lose their superpowers, they just stopped using them for crappy reasons.”*

TEDX Speaker, Author, CEO, Person in Recovery

# What this Means

- **Changes how we view Addiction**
- **Show that successful recovery can build upon the positive qualities of individuals, enhancing levels of commitment, empowerment, and purpose.**
- **Broadens external partnership opportunities for treatment providers in resource development**
- **Provides a structured and effective approach to leadership development within the treatment setting**

# Website and Articles – Links and QR Codes

[www.jasonroopphd.com](http://www.jasonroopphd.com)



*Addiction and Leadership: How Transformative Leaders are Emerging from the Adversity of Substance Use Disorder* -  
<https://www.addictiontherjournal.com/articles/jatr-aid1022.pdf>



*‘Unexpected Heroes: How People in Addiction Recovery can help solve the crisis of The Great Resignation’*  
<https://www.alkindipublisher.com/index.php/jbms/article/view/3831>



# *Incorporating Entrepreneurial Opportunities and Leadership Development as Effective Models of Treatment*

**Q & A**

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