Addiction and Leadership: How Authentic and Transformative Leaders are Emerging from the Adversity of Substance Use Disorder

Jason Roop, PhD

Executive Director of Workforce Education
Campbellsville University

Brian Privett, J.D.

Vice President of Government and Public Affairs
Isaiah House

Brian Privett, J.D.

*Vice President
of Public Affairs*
Isaiah House

brian.privett@Isaiah-house.org

www.Isaiah-house.org

Learning Objectives

- List the leadership traits possessed by those with SUD and describe how those traits are developed throughout recovery

- Describe the relational processes included in the development of leadership between the leader in recovery and team members, and identify the three key entrepreneurial advantages offered by those in recovery

- Compare the leadership approaches between those in recovery from SUD and those not in recovery

- Discuss how entrepreneurs in recovery can positively impact their communities through elevated employment rates

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 Studies

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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, Campbellsville University, USA

- **140 participants** (when combined with current study)

- **21 Themes** (personality traits, character traits, experiences)

- **10 Traits** (Transformative 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

Research Team: Dr. Jason Roop, Dr. Eric Carter, Dr. Dan Phillips, Brian Privett, J.D.

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 upon empowering people to support their own self-directed path of recovery. In doing so, the person is supported so they can reach their full potential.
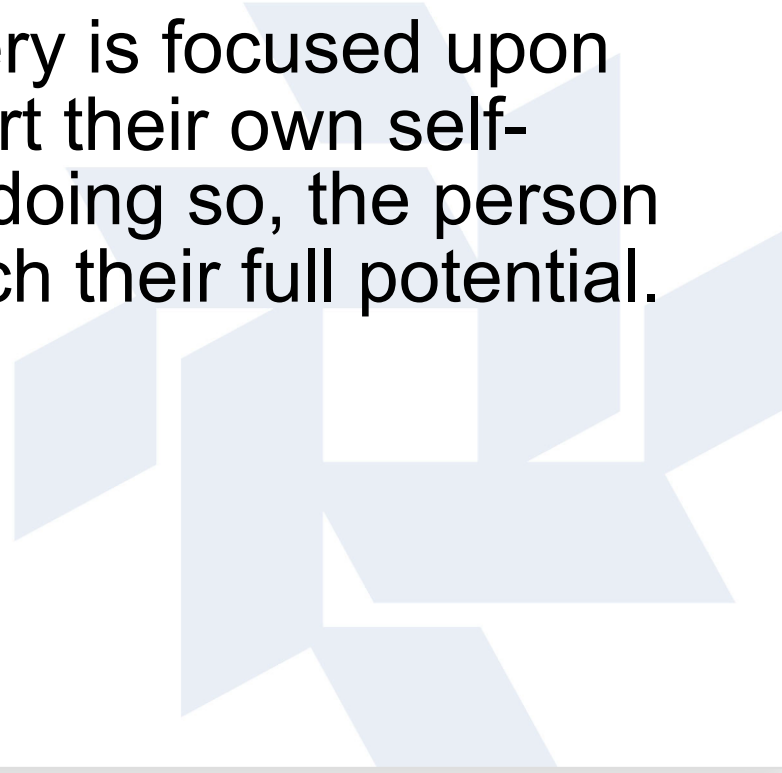
Benefits of Building on Strengths

- 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.
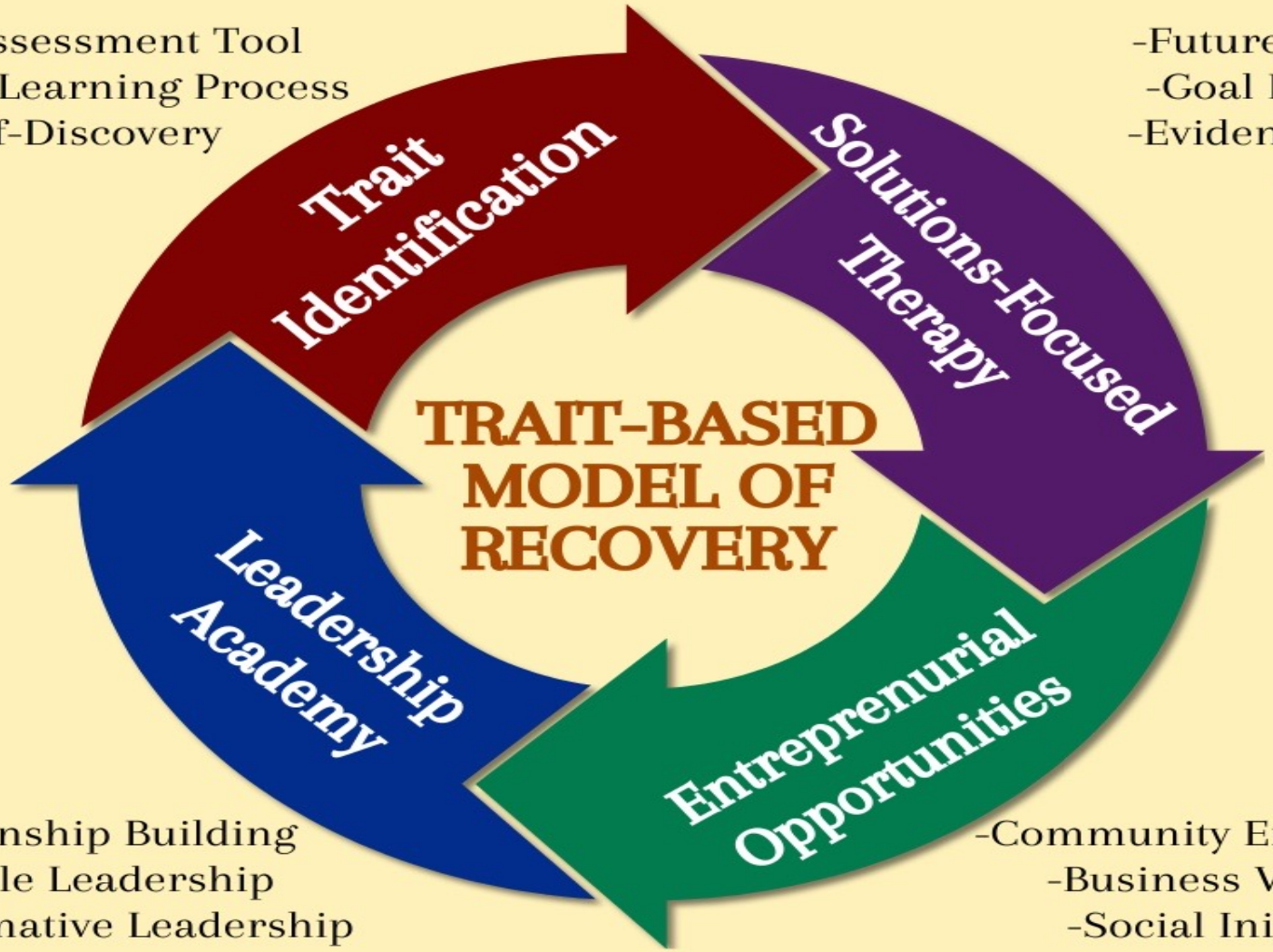
Why our Starting Point matters

- 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
-

Trait Identification

Solutions-Focused Therapy

TRAIT-BASED MODEL OF RECOVERY

Leadership Academy

Entreprenurial Opportunities

-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

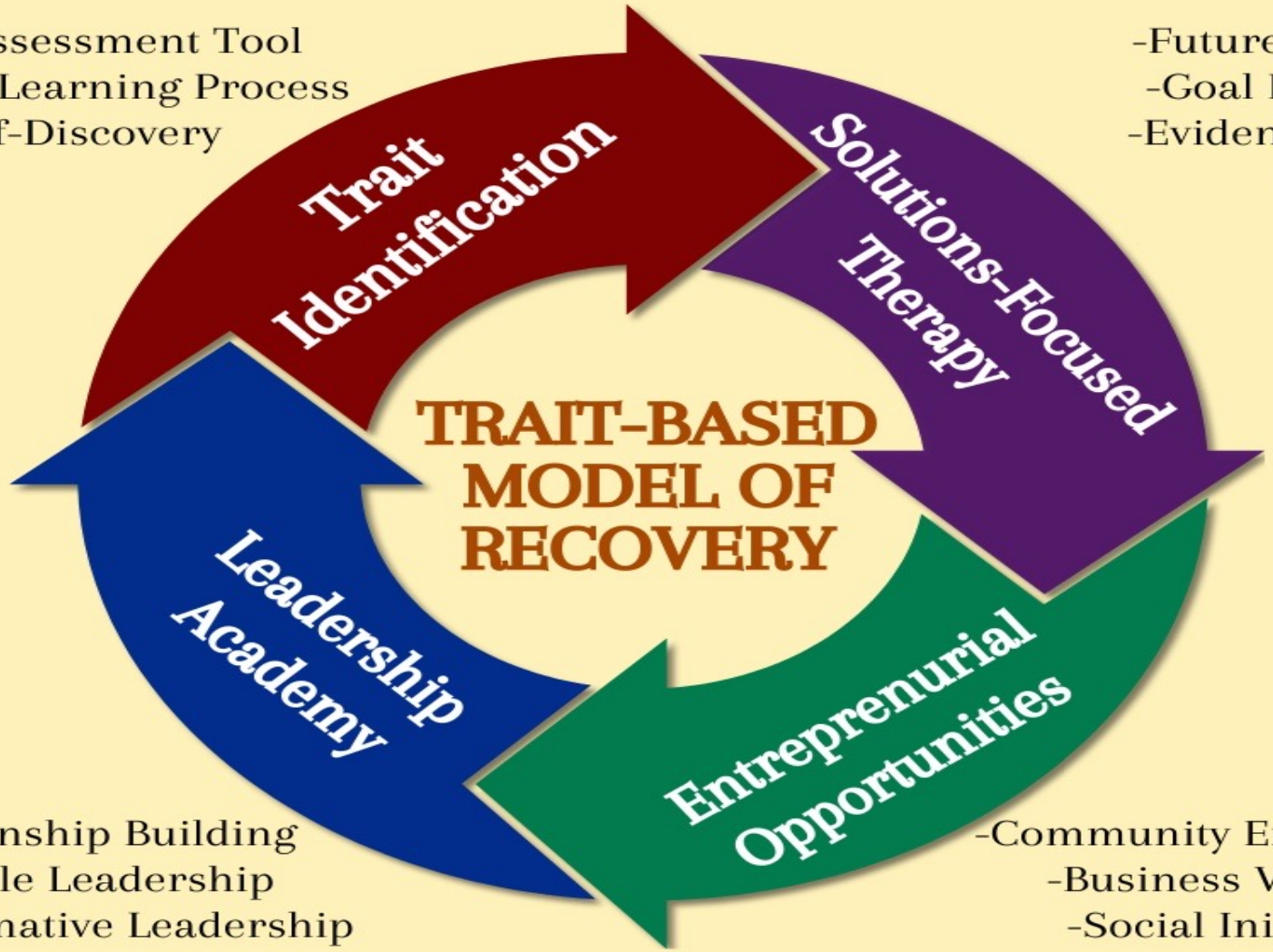# Guiding Principles of Trait Based Model of Recovery

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
-

Trait Identification

Solutions-Focused Therapy

TRAIT-BASED MODEL OF RECOVERY

Leadership Academy

Entreprenurial Opportunities

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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

Traits become Empowering

(Tension)

Con Side - Traits used to maintain addiction

Pro Side - Traits used for Empowerment

Addiction/Struggle -Must exploit ledership traits to maintain addiction

Empowerment/Struggle -Through dynamic asset based recovery

Traits

Traits

Cons

Pros

Deficit
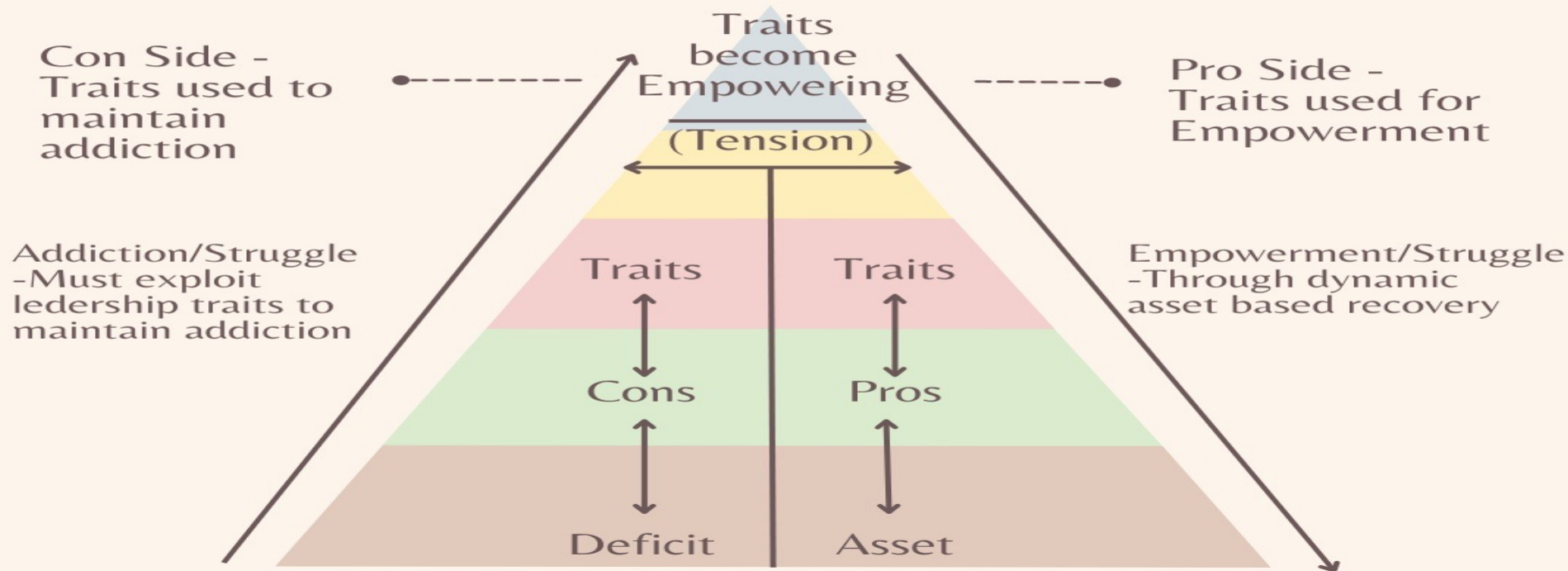
Asset

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'

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

'The Shadow Side and the Light Side'

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

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)

- 8-12 Week Curriculum

- Theory and Practice

- 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

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

Q&A

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