

IMPACT OF COACHING ON LOVED ONES' EMPLOYMENT

Overview

The Loved One Risk Assessment (LORA), developed by Face It TOGETHER (FIT), assesses the risk for recurrence of addiction-related symptoms or issues among loved ones (LOs) related to their person with the disease (PWD). LORA metrics focus on overall health (stress, hopefulness), external factors (employment), connectedness (activities, relationships) and their interactions with their PWD. The LORA is administered to LO clients at enrollment and every 30 days until they are no longer engaged with FIT. The highest possible risk score is 52 and the lowest is zero. Risk status is assigned by score: greater than 27 is considered high risk, 17 to 26 is moderate risk and less than 17 is low risk.

Methodology

This quantitative evaluation analysis focused on 42 LO clients seen by a FIT peer coach between 1/1/16 and 4/30/18. These clients were engaged for at least 60 days and completed a baseline LORA and a follow-up 60 days post baseline. The 13 metrics that make up the LORA were analyzed to determine the percent change between those two surveys. We focused on the metric: "The relationship with my loved one is negatively impacting my performance at work in last 30 days." Responses were on a five-point Likert scale (strongly agree, agree, neutral, disagree, strongly disagree); this analysis focused on the response change to either strongly disagree or disagree.

Results

There were 127.3% more clients, after 60 days, indicating their performance at work was no longer negatively impacted by their PWD. In this same timeframe, LO clients showed a significant positive change in their levels of stress (200% change from baseline to 60 days). Most of our LO clients are employed and are considered to be at moderate risk when they begin coaching. FIT addiction management coaching has a positive impact on LO clients' performance at work by helping them understand the disease of addiction, manage their stress and set up healthy boundaries with their PWD.

Figure 1:
Percent change, from baseline, in clients who disagree their work is negatively impacted by their relationship with their PWD.

