

PRINCIPLES & VALUES

Overview

Principles are factors that are unchanging and often critical in defining our personal values. Values, on the other hand, may change over time. Understanding our values can influence our behaviors, thoughts, feelings and choices. Most (93%) Face It TOGETHER (FIT) members struggle with their principles and values when they first start coaching.

Methodology

FIT considers members' social, personal and cultural capital using the Recovery Capital Index (RCI). Risk factors that may impede wellness progress are evaluated through the Risk Assessment (RA). For this analysis, FIT looked at 799 members who: were struggling with alcohol and other drugs; were engaged in coaching between 1/1/16 and 8/14/21; and completed outcome assessments at baseline and at least one follow-up. Of that group of members, 741 indicated some type of concern related to their principles and values at baseline and were included in this analysis. This analysis focused on the baseline and final (regardless of timing) outcome assessments – RCI and RA – for these 741 individuals. Baseline and follow-up responses were on an ordinal scale from strongly agree to strongly disagree and all metrics were scored from zero to four.

Results

A little less than half (43%) of the members demonstrated a positive change in their principles and values by the time they completed their most recent follow-up assessment. Members see their greatest change overall in metrics related to values and principles after 90 days of engagement with a peer coach. At this time, 50% of the members who were struggling at baseline were more comfortable with their values and principles. Additionally, 62% reported an increase in hope at 90 days. Many members (37%) were clearer on their values and 43% structured their wellness plan to reflect those. Some members (18%) felt that their principles were less challenged and 31% were less impacted by challenges to their principles. These same metrics are measured at 30-day intervals, which is illustrated in the figure below.

Discussion

One of FIT's key values is that we have reverence for all. This impacts everything we do, from the design of our physical space to the way we communicate. Our coaches approach each member with hope, regardless of the challenges members are facing. Having an understanding our principles and values is key to making informed decisions about our futures. FIT coaches assist members in identifying and understanding the importance of their values, and then using those values to establish goals for their future wellness.

Figure 1: Percentage improvement at 30, 60, 90 and 120 days in principles and values metrics

