

## IMPACT OF COACHING ON FINANCIAL WELLBEING

### Overview

Addiction is a complex illness that affects mental, emotional and physical health. Addiction also alters the brain, so it has a significant impact on behavior. These changes in the brain erode decision-making and self-control, which can have a direct impact on a person's financial wellbeing.

We measure addiction wellness through the Recovery Capital Index (RCI), an externally validated instrument that captures multiple domains of physical, mental and emotional wellness. Each person enrolled in addiction management coaching with a Face It TOGETHER (FIT) peer coach is given the RCI at baseline and every 30 days of engagement. The member receives a multi-dimensional score, from 1 to 100, which is used to track his or her progress and to inform customized coaching support.

### Methodology

This quantitative evaluation analysis focused on 329 members with the disease of addiction that engaged with a FIT peer coach between 1/1/16 and 10/9/18. All members completed a baseline RCI and at least one follow-up. This analysis focused on the metric: "I am worried about not having enough money to provide for myself and/or my family." Responses were on a five-point Likert scale (strongly agree, agree, neutral, disagree, strongly disagree); this analysis focused on the response change across time periods of engagement (baseline, 60 days).

### Results

After 60 days of engagement with a FIT peer coach, more than a third (35%) of our members are less worried about their finances than they were at baseline. Some members (16%) are more worried after 60 days of coaching, while the remaining (49%) do not report any change. Of the members that are less worried about finances, almost half (47%) were employed less than full-time at the time of initial engagement with a coach. As reported in our 2017 Annual Report, 72% of our members demonstrate stable or positive employment changes after just 30 days of coaching.

**Figure 1:** Percent change, from baseline to 60 days, in worry about financial wellbeing among FIT coaching members.

