

Online Data Supplement 1
Recovery oriented practice guidance (n=30)

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SuppT2
Conceptual framework of recovery-oriented practice: categories

Category 1: Promoting citizenship

1.1 Seeing beyond the service user

1.1.1 Challenge discrimination, stigma and inequality

1.1.1.1 Promote mental well-being in the community

1.2 Service user rights

1.2.1 Advocacy

1.3 Social inclusion

1.3.1 Housing support

1.3.2 Social network

1.3.3 Community integration

1.3.3.1 Community opportunities

1.4 Meaningful occupation

1.4.1 Valued life roles and social roles

1.4.1.2 Identity

1.4.1.2.1 Spirituality

1.4.1.2.2 Giving back to others

1.4.1.2.3 Employment and training

Category 2: Organizational commitment

2.1 Recovery vision

2.2 Workplace support structures

2.2.1 Leadership

2.2.2 Policies and procedures

2.3 Quality improvement

2.3.1 Services are directed by and responsive to service users, families and carers

2.3.2 Routine evaluation and service improvement

2.4 Care pathway

2.4.1 Service accessibility

2.4.1.1 Location and physical environment

2.4.1.2 Continuity of care

2.4.1.3 Long-term commitment

2.4.2 Inter-agency working

2.5 Workforce planning

2.5.1 Workforce diversity representative of community it serves

2.5.2 Recruitment guided by recovery values

2.5.3 Staff support

2.5.3.1 Staff knowledge, skills and values

2.5.3.1.1 Lifelong learning and reflective practice

2.5.3.1.2 Evidence based practice

2.5.3.1.3 Supervision and appraisal

- 2.5.3.2 Staff health and wellbeing
 - 2.5.3.2.1 Foster hope and optimism in staff
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Category 3: Supporting personally defined recovery

3.1 Individuality

- 3.1.1 Empowerment and self-determination
- 3.1.2 Personalisation

3.2 Informed choice

- 3.2.1 Access to information and options
- 3.2.2 Personal choice
- 3.2.3 Shared decision-making
- 3.2.4 Goal striving
 - 3.2.4.1 Goal attainment
 - 3.2.4.2 Celebrate achievements
- 3.2.5 Positive risk taking
 - 3.2.5.1 The right to make mistakes

3.3 Peer support

- 3.3.1 Self-management
 - 3.3.1.1 Access to resources
- 3.3.2 Recovery narratives

3.4 Strengths focus

- 3.4.1 Natural supports

3.5 Holistic approach

- 3.5.1 Wellness and crisis planning
 - 3.5.1.1 Mental well-being
 - 3.5.1.2 Physical well-being
 - 3.5.1.3 Dual diagnosis
 - 3.5.1.4 Medication
 - 3.5.1.5 Psychological therapies
 - 3.5.1.6 Alternative therapies
 - 3.5.1.7 Advance directives
 - 3.5.2 Care co-ordination
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Category 4: Working relationship

4.1 Partnerships

- 4.1.1 Service user independence and autonomy
 - 4.1.1.1 Respect and value people as individuals
- 4.1.2 Work creatively
 - 4.1.2.1 Support stages of engagement
 - 4.1.2.2 Promote risk self-management
 - 4.1.2.3 Reduce coercion

4.2 Inspiring hope

- 4.2.1 Service user primacy
- 4.2.2 Value and believe in service users