



Psychosocial Rehabilitation Values, Principles, and Skills

Psychosocial Rehabilitation Defined

Psychiatric rehabilitation promotes recovery, full community integration, and improved quality of life for persons who have been diagnosed with any mental health condition that seriously impairs their ability to lead meaningful lives. Psychiatric rehabilitation services are collaborative, person directed, and individualized. These services are an essential element of the health care and human services spectrum and should be evidence-based. *They focus on helping individuals develop skills and access resources needed to increase their capacity to be successful and satisfied in the living, working, learning, and social environments of their choice.*

PSR VALUES

- Empowerment of the individual
- Self-determination
- Dignity and worth of each individual
- Focus on an individual's strengths, not pathology
- All people have an underused capacity that should be developed
- Cultural sensitivity
- Optimism

PSR PRINCIPLES

- Early intervention
- Individualization of all services
- Work in the here and now, de-emphasize negative past
- Maximum involvement of the individual, their preferences and choices
- Focus on strengths
- Assess individual in normalized situations
- Integrated, holistic approach to treatment
- Skills training
- Ongoing, accessible, coordinated services
- Informal relationship between staff and those they serve
- Maximum commitment from staff
- Focus on work and vocational rehabilitation
- Environmental modifications and supports
- Recruitment of outside agencies and forces to provide services
- Multicultural diversity among staff
- Partnership with the family



PSR SKILLS

1. Listen Effectively
2. Motivate the Person Served to Learn New Behaviors
3. Use the Helping Relationship to Facilitate Change
4. Offer Hope to Others
5. Believe in the Recovery Process
6. Build on Successes and Minimize Failures
7. Demonstrate Connecting Skills
8. Normalize Interactions and Program Practices
9. Relate to Others Effectively
10. Generate Energy and Enthusiasm
11. Demonstrate an Ability to Nurture
12. Demonstrate an Ability to Empathize
13. Demonstrate an Ability to Interact and Provide Support in a Nonjudgmental Fashion
14. Work Effectively with Colleagues who have Psychiatric Disabilities
15. Follow Code of Ethics
16. Demonstrate a Mastery of Negotiation and Mediation Skills
17. Work in a Cooperative and Collaborative Manner
18. Assist in Building Positive Relationships
19. Be Willing to Have Fun with Others
20. Demonstrate Tenacity in Work Activities
21. Demonstrate the Ability to Set Limits
22. Have the Ability to Let Go
23. Demonstrate the Ability to Use Self as a Role Model
24. Demonstrate the Ability to Overcome Personal Biases, Attitudes, and Prejudices when Providing Services
25. Be Willing to Develop and Grow
26. Maintain Self-Awareness
27. Demonstrate Personal Stability
28. Demonstrate the Ability to Handle Personal Stress
29. Demonstrate the Ability to be Flexible
30. Demonstrate Patience
31. Demonstrate a Sense of Humor
32. Recognize the Limits of the Practitioner's Ability to Help
33. Have the Ability to be Pragmatic and Do Hands on Work
34. Demonstrate the Ability to Handle Multiple Tasks, Prioritize and Manage Time and Partialize Tasks
35. Tolerate Ambiguity
36. Enjoy Diversity
37. Be Willing to Take Risks
38. Positively Reframe Potential Stressors
39. Demonstrate the Ability to Read and Write Effectively