

MODULE 7: ADDITIONAL MATERIALS

Cultural Competency

LEARNING GOALS AND OBJECTIVES OF THE ACTIVITY

Objective n° 1

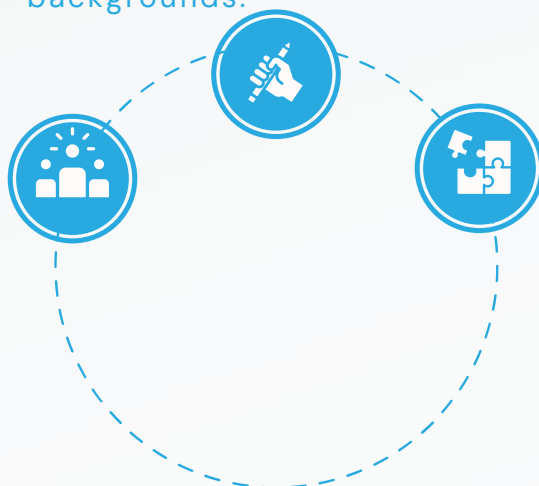
RECOGNIZE AND ANALYZE CULTURAL DIFFERENCES AND THEIR INFLUENCE ON RECOVERY JOURNEYS

- Participants will learn to identify cultural values, beliefs, and practices that may affect an individual's approach to recovery.
- Participants will learn to value how cultural stigma and societal norms impact recovery experiences and access to support.

Objective n° 2

DEVELOP STRATEGIES TO ADAPT COACHING APPROACHES TO SUPPORT INDIVIDUALS FROM DIVERSE CULTURAL BACKGROUNDS EFFECTIVELY

- Participants will learn to tailor coaching techniques to align with culturally specific needs and communication styles.
- Participants will learn to apply culturally sensitive methods to foster trust and rapport with clients from diverse backgrounds.



Objective n° 3

PROMOTE INCLUSIVE RECOVERY COACHING PRACTICES BY FOSTERING RESPECT AND EMPATHY FOR CULTURAL DIVERSITY

- Participants will learn to create an environment of inclusivity where cultural differences are valued and integrated into recovery plans.
- Participants will learn to use empathy and active listening to address cultural barriers while empowering clients in their recovery process.

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ACTIVITY DESCRIPTION AND MATERIALS

Activity description

1. Target group – adult educators and recovery coaches
2. Time – 1,5 hour.

1. Case studies: Cultural Profiles.
2. Flip charts or whiteboard.
3. Markers and sticky notes.

Materials

METHODOLOGY USED FOR THIS ACTIVITY



ROLE-PLAYING

Participants enact coaching sessions, with one person taking the role of a coach and the other as a client with a distinct cultural background. This interactive method allows participants to practice skills, explore perspectives, and reflect on the impact of cultural dynamics in a controlled environment.



CASE STUDIES

The case study methodology uses real-life or fictional scenarios to engage participants in analyzing cultural dynamics and their impact on recovery coaching. This approach encourages critical thinking and problem-solving, allowing participants to explore cultural differences in depth and develop tailored coaching strategies.



GROUP DISCUSSION

Group discussion is a collaborative method that encourages participants to share insights, perspectives, and experiences in a structured environment. In the context of this module, group discussions allow participants to reflect on cultural differences, share strategies for adapting coaching approaches, and deepen their understanding through dialogue.



VISUAL MAPPING

It is a technique that organizes information into visual representations, such as charts, diagrams to illustrate connections between ideas. Visual mapping helps participants break down complex cultural concepts, understand relationships between cultural factors and recovery processes, and collaboratively develop actionable coaching strategies.



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CASE STUDIES: CULTURAL PROFILES

Profile Name: Amara

Cultural Background: West African immigrant, strongly values family and community.

Recovery Challenges: Struggles with seeking external support due to cultural stigma around addiction.

Understanding the Context

Amara's cultural background significantly influences her recovery journey. As a West African immigrant, her cultural values prioritize family and community support, but cultural stigma around addiction hinders her willingness to seek external help. Additionally, her religious or spiritual beliefs may play a central role in her coping and decision-making.

Coach Profile:

- Scenario: You are coaching Amara, a West African immigrant struggling with recovery due to cultural stigma and reliance on family approval.
- Objective: Build trust by acknowledging her cultural values and explore ways to involve her community in the recovery process.
- Tips for Coaching:
 - a. Show respect for her cultural traditions by asking about their role in her life.
 - b. Avoid imposing solutions; instead, collaborate to align recovery goals with her cultural framework.

Client Profile:

- Behavior During Session:
 - Initially hesitant to share details.
 - Uses indirect language to express concerns.
 - Responds well to empathetic and culturally aware questioning.

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CASE STUDIES: CULTURAL PROFILES

Profile Name: Yusuf

Cultural Background: Yusuf is a 40-year-old Turkish immigrant living in Germany.

Recovery Challenges: Yusuf struggles with feelings of guilt and shame due to addiction, which he sees as a personal failing and a dishonor to his family. He avoids discussing his challenges openly, as vulnerability is not culturally encouraged, particularly for men. He also fears judgment from both his family and the local Turkish community in Germany.

Understanding the Context

Yusuf's cultural background significantly influences his recovery journey. As a Turkish immigrant in Germany, he navigates two distinct cultural identities: his Turkish heritage, which values collectivism and family reputation, and German societal norms, which emphasize individuality and openness. His sense of guilt, combined with fear of community stigma, creates internal conflict and reluctance to seek external help. His faith plays a central role in his worldview, offering both a source of strength and, at times, guilt due to perceived moral failings.

Coach Profile:

- **Scenario:** You are coaching Yusuf, a Turkish immigrant living in Germany, who is navigating addiction recovery while grappling with cultural guilt and community stigma.
- **Objective:** Help Yusuf build confidence in seeking recovery by aligning his goals with his cultural and religious values. Explore culturally sensitive ways to discuss his challenges without compromising his sense of family honor.

Tips for Coaching:

- **Start with Empathy:** Acknowledge the pressures he feels as a member of the Turkish community in Germany.
- **Incorporate Faith Positively:** discuss how his faith can guide and support his recovery, rather than focusing on guilt or perceived failings.
- **Respect His Need for Privacy:** Offer solutions that align with his desire to protect his family's reputation while still accessing the help he needs.

Client's Behavior During Session:

- Reluctant to share personal details, especially at the beginning of the conversation.
- May express guilt through religious language (e.g., "I feel I have failed my faith or my family").
- Responds positively to empathetic and non-directive coaching that respects his privacy and cultural values.

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ACTIVITY DESCRIPTION

Introduction (10 minutes):

- Briefly explain the importance of cultural competence in recovery coaching.
- Share the objectives of the session.

Setup (15 minutes):

- Distribute handouts with cultural profiles. Each profile includes:
 - A brief background of the individual.
 - Cultural norms or values influencing their recovery process.
 - Challenges they face.
- Assign roles to participants (coach or client).

Role Play (30 minutes):

- Each pair practices a recovery coaching session. The coach adapts their style based on the client's cultural background.
- Rotate roles after 15 minutes.

Group Discussion (20 minutes):

- Discuss insights from the role play:
 - What challenges did the coaches face?
 - How did cultural differences shape the conversation?
 - What adaptations were effective?

Visual Mapping (15 minutes):

- On a flip chart, list cultural considerations and strategies suggested during the discussion.
- Create a visual representation of how cultural understanding can enhance recovery support.

Wrap-Up (10 minutes):

- Summarize the key takeaways.
- Provide participants with additional resources for further learning.