

Starting from Strength:

How the Trait-Based  
Model of Recovery is  
Changing Addiction  
Treatment

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Dr. Jason Roop



**TRAIT-BASED**  
**MODEL OF RECOVERY**  
START FROM STRENGTH

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*Addiction and Leadership: How Transformative Leaders are Emerging from the Adversity of Substance Use Disorder* -  
<https://www.addictiontherjournal.com/articles/jatr-aid1022.pdf>



*'Unexpected Heroes: How People in Addiction Recovery can help solve the crisis of The Great Resignation'*  
<https://www.alkindipublisher.com/index.php/jbms/article/view/3831>



# Addiction and Leadership Research



1. Novel Study  
launched in 2019  
- 15 participants  
(Qualitative)

2. Findings  
revealed 21  
themes shared  
between SUD  
and highly  
effective  
leaders (2022)

3. Themes were  
reduced to 10  
traits  
(personality  
traits, character  
traits,  
experiences)

4. Those 10 traits  
were then the  
building blocks for  
a psychosocial  
modality for  
addiction  
treatment

# Addiction and Leadership Research

## Research Article

# Addiction and leadership: How authentic and transformative leaders are emerging from the adversity of substance use disorder

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### More Information

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- **276 current participants**
- **Data collection across multiple locations**
- **Studying Transformational Leadership qualities**

Leadership Dimensions	Corresponding Codes and Themes
Self-Awareness	Authenticity, Self-Awareness, Gratitude, Self-Leadership, Self-Leadership, Accountability, Posttraumatic Growth, Humility, Spirituality
Internalized Moral Perspective	Persistence, Tenacity, Intentionality, Integrity
Balanced Processing	Empathy, Integrity, Humility
Relational Transparency	Authenticity, Humility, Humility
Idealized Influence	Persistence, Resilience, Motivation, Tenacity
Inspirational Motivation	Authenticity, Empathy, Persistence, Creativity, Motivation
Intellectual Stimulation	Creativity, Breaking the Rules
Individualized Consideration	Empathy, Integrity, Humility, Spirituality

# The 10 traits shared by people in addiction and highly effective leaders



Resilience

Tenacity

Determination

Empathy

Appreciation

Motivation

Self-Awareness

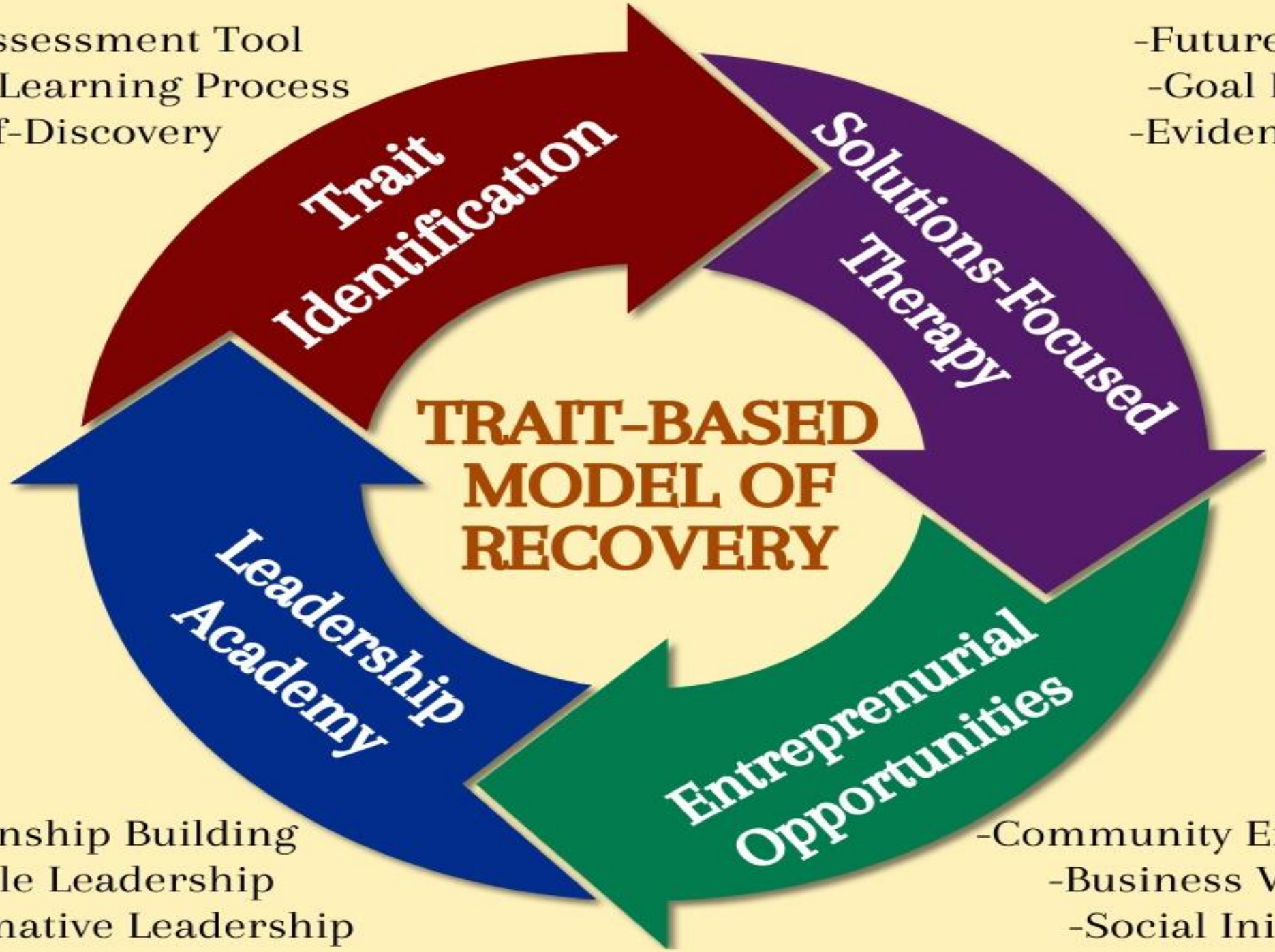
Emotional Intelligence

Authenticity

Creativity

- Trait Assessment Tool
- Dynamic Learning Process
- Self-Discovery

- Future focused
- Goal Directed
- Evidence Based



- Relationship Building
- Flexible Leadership
- Transformative Leadership

- Community Engagement
- Business Ventures
- Social Initiatives

# The Traits and their *Shadows*

## Trait

Empathy

Resilience

Tenacity

Determination

Authenticity

## Shadow

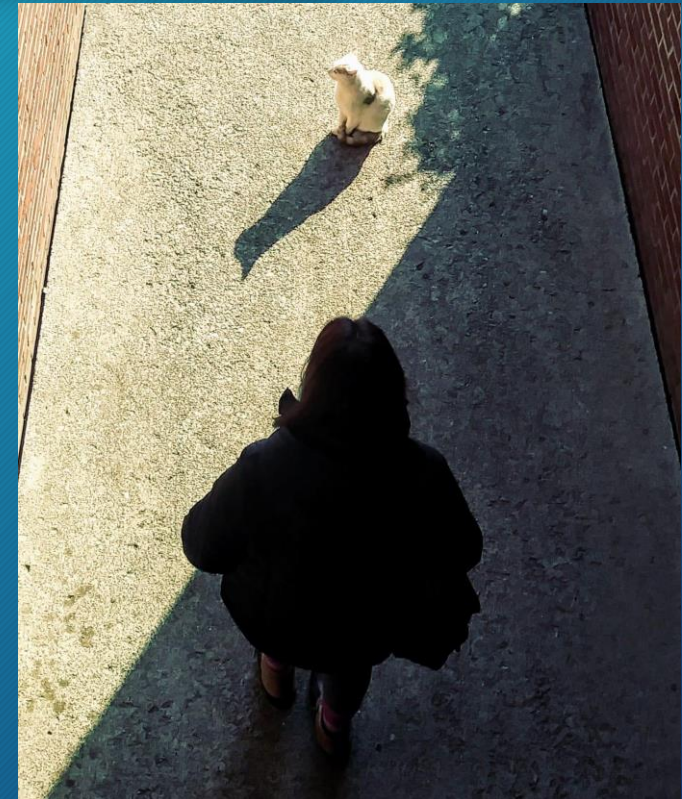
Manipulation

Stubbornness

Need for Control

Obsessiveness

Fear of Rejection





# The Traits and their *Shadows*



## Trait

Appreciation

Motivational

Self-Awareness

Emotional Intelligence

Creativity.

## Shadow

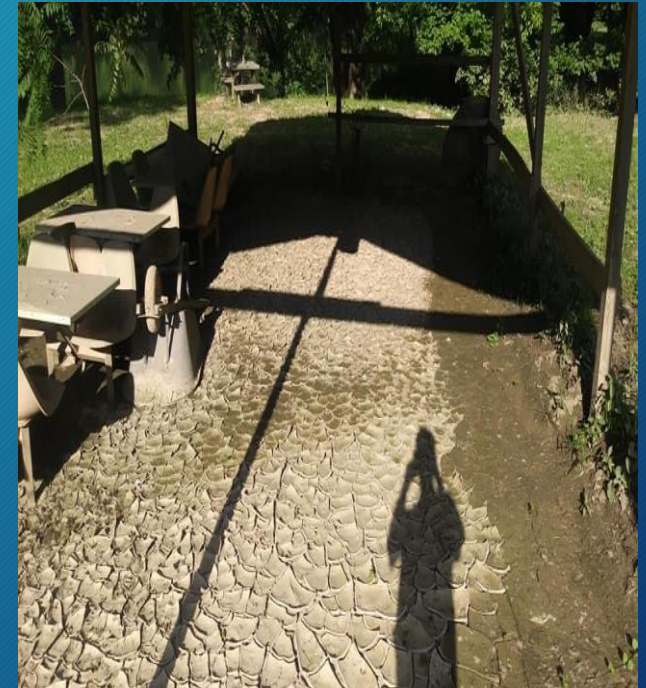
Entitlement

Impulsivity

Narcissism

Insensitive

Detachment



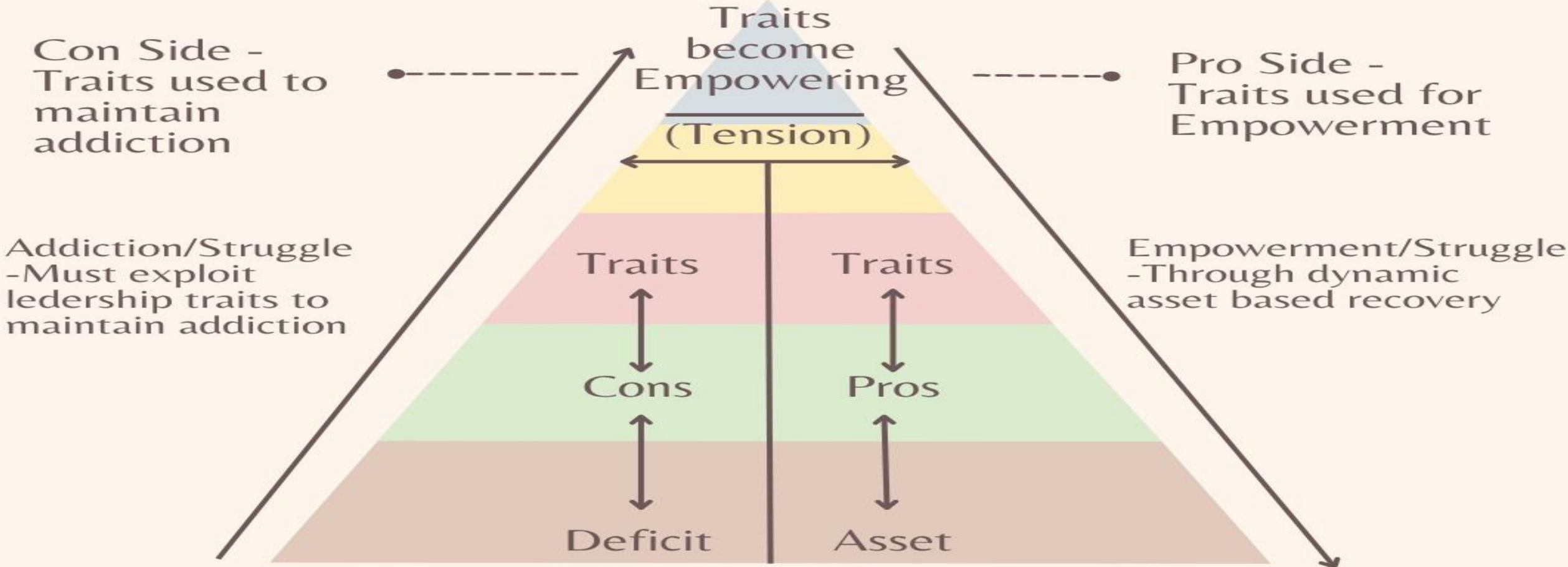


# Tree of Traits

[www.startfromstrength.org](http://www.startfromstrength.org)



# TRANSFORMATIONAL LEADERSHIP/ SELF ACTUALIZATION



## Centrality of Contradiction

Contradictions have to be worked out in asset-based recovery model/context. These contradictions cannot be resolved simply through understanding but rather through practice (treatment in action)



## RULER

### TRAITS

Self-Awareness,  
Tenacity, Authenticity

### LIGHT

Stability

### SHADOW

Overbearing



## ENCHANTER

### TRAITS

Determination, Creativity  
Emotional Intelligence

### LIGHT

Knowledge

### SHADOW

Manipulation

### SKILL

Intuition



CENTER FOR TRAIT-BASED  
TRANSFORMATION  
*Start From Strength*



## CHAMPION

### TRAITS

Resilience, Tenacity,  
Motivational

### LIGHT

Protection

### SHADOW

Anger

### SKILL

Setting Goals



## LOVER

### TRAITS

Authenticity, Empathy,  
Motivational

### LIGHT

Relationships

### SHADOW

People Pleaser

### SKILL

Friendship

# Overview of the Trait-Based Model of Recovery

- 40 Lessons (8 Modules; 5 Lessons each)
- Module 1 - Who am I?
- Module 2 - The Shadowlands
- Module 3 - Self-Leadership (Life Skills)
- Module 4 - Finding Balance (Health and Wellness)
- Module 5 - Journey into Community
- Module 6 - Transformational Leadership
- Module 7 - Professional Skills
- Module 8 - Entrepreneurship and the Journey Ahead



**TRAIT-BASED**  
**MODEL OF RECOVERY**  
START FROM STRENGTH

# Overview of the Trait-Based Model of Recovery

- Strengths-Based Approach
- Can be used in treatment centers, intensive outpatient, court systems, prevention, and can be clinician or peer-led
- Includes trait assessments and personality profile
- Reduces shame and isolation while delivering dignity, self-respect, hope, and purpose from the onset
- Results in certificate of completion



**TRAIT-BASED**  
**MODEL OF RECOVERY**  

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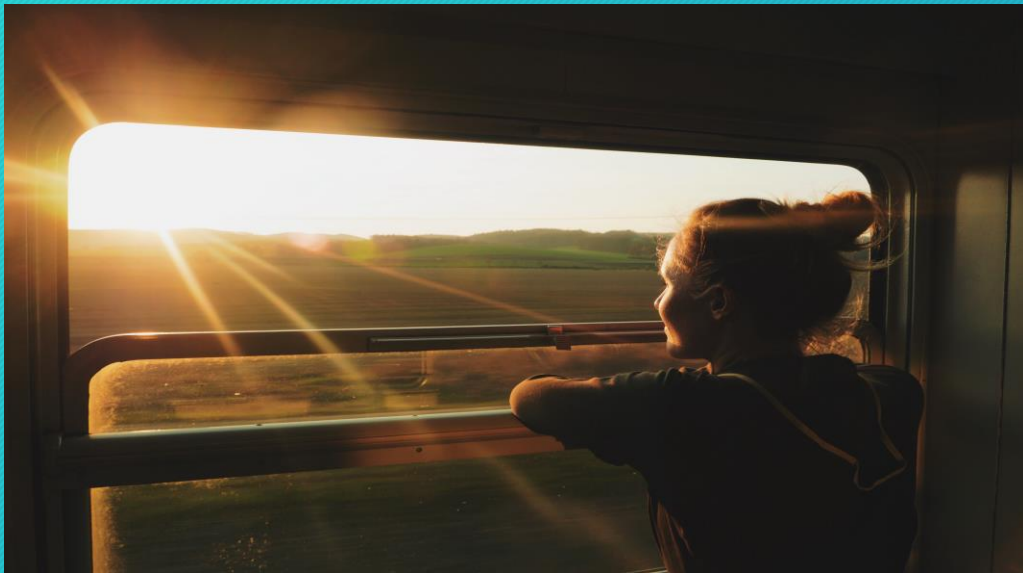
**START FROM STRENGTH**

# Benefits of Building on Strength



- The Trait-Based Model of Recovery is focused upon empowering people to support their own self-directed path of recovery. In doing so, the person is supported so they can reach their full potential

# Benefits of Building on Strength



- This approach is distinct from other authoritarian approaches to treatment where the individual is prescribed a rigid path of recovery, in addition to a narrow definition of what successful recovery means.



# Why our Starting Point Matters



Instead of employing the traditional model which emphasizes problems and failures; the trait-based approach allows practitioners to acknowledge that every individual has a unique set of strengths and abilities that he/she can rely on to overcome problems.

# Why our Starting Point Matters



The trait-based approach aligns itself with the notion of mental health recovery by focusing on person's ability and helping develop confidence to embark on the journey of recovery with hope and purpose.



# Why our Starting Point Matters



- Studies show that strength assessments are linked to positive recovery outcomes, improved behavioral patterns, and life satisfaction.
- All environments contain resources that can help individuals develop their strengths.



# Why our Starting Point Matters



This approach builds upon a positive perspective which translates into improved self-confidence, understanding, and momentum for the recovery journey.

# What this Means



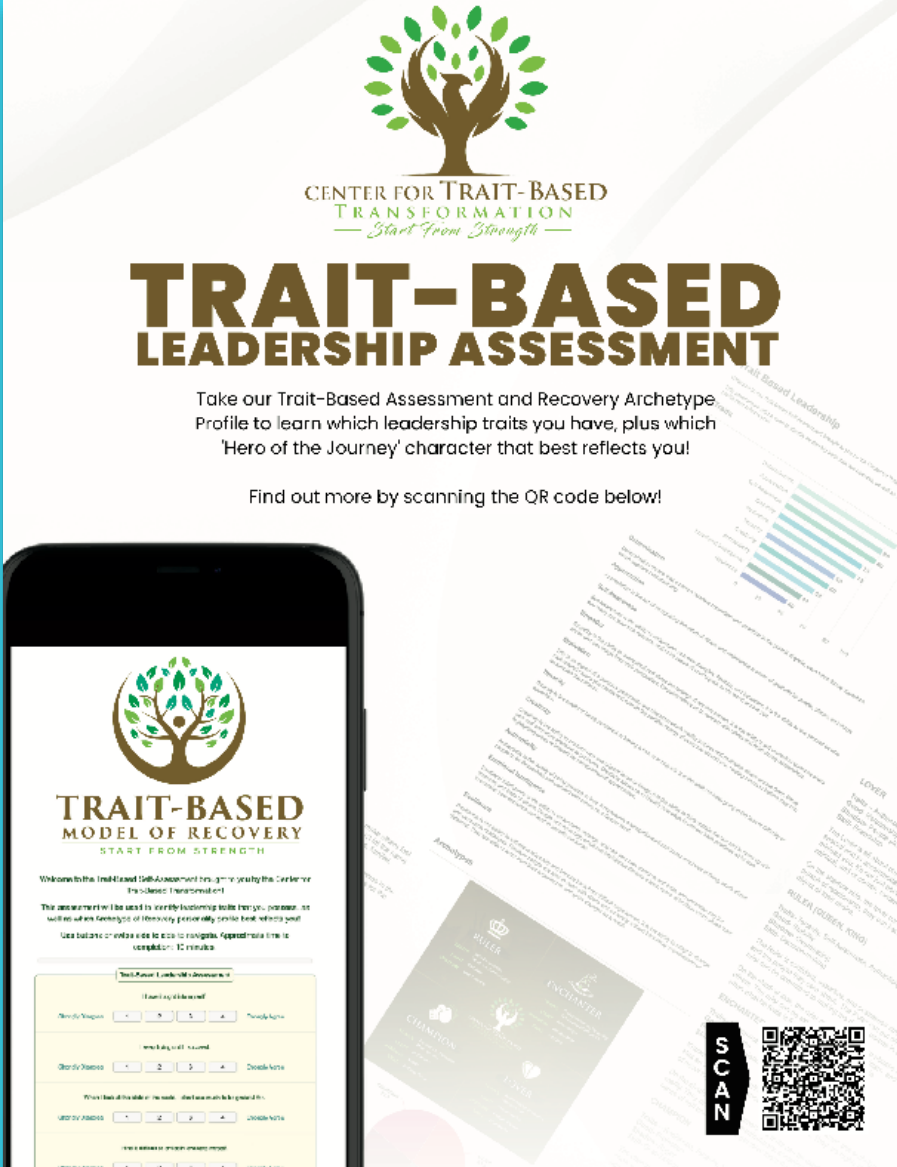
\* Changes how we view Addiction

Supports the understanding that successful recovery can build upon the positive attributes and personal strengths of individuals

Reduces shame and isolation while delivering dignity, self-respect, hope, and purpose

# Thank You!

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- Website: [www.startfromstrength.org](http://www.startfromstrength.org)
- Trait-Based and Recovery Archetypes Assessment link - <https://sso.teachable.com/secure/1627299/checkout/4923896/trait-based-assessment-and-recovery-archetype-profile>



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*— Start From Strength —*

## TRAIT-BASED LEADERSHIP ASSESSMENT

Take our Trait-Based Assessment and Recovery Archetype Profile to learn which leadership traits you have, plus which 'Hero of the Journey' character that best reflects you!

Find out more by scanning the QR code below!

The graphic also features a smartphone displaying the assessment interface and a QR code labeled 'SCAN'.