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Meeting Abstracts

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Speaker Abstracts

Leadership Development and Addiction Counselors

Carmela Y Drake*

Alabama State University, Alabama, United States

The addiction field faces a critical juncture, grappling with a limited body of research on leadership development amidst an aging workforce. With the average age of current addiction professionals steadily increasing, there is a pressing need for effective strategies to develop the next generation of leaders. Despite the critical need for effective leadership in the addiction field, limited literature addresses leadership development, particularly concerning the ongoing relevance of current leaders in shaping future ones. While research identifies approximately ten common leadership styles, transformational and servant leadership have emerged as potentially fostering both individual growth and responsible service delivery in addiction treatment. This content session explored essential leadership skills and competencies valued by addiction professionals, defined and compared prevalent leadership styles within the field, and identified styles that enhance counselor job satisfaction and mitigate burnout among clinical supervisors. A key emphasis was placed on the alignment of leadership development practices with the NAADAC code of ethics.

Ethics in Supervision: Using Supervision Models to Address Skill Acquisition, Confidence and Competence

Sekeria Bossie*

Alabama State University, Alabama, United States

The code of ethics is a fundamental guide to the practice of clinical supervision. The NAADAC, CRCC, NBCC, and ACA code of ethics each provide guidance and expectations related to the practice of clinical supervision. Each of these codes of ethics assist both supervisors and supervisees in understanding their legal and ethical obligations to the client and assist supervisors in understanding and executing their legal and ethical requirements with their supervisee. There are five supervisory foundation areas that counselor supervisors must be knowledgeable of: leadership, supervisory alliance, critical thinking, organizational management and administration and theories, roles, and modalities of clinical supervision. Additionally, there are a multitude of clinical supervision models that fall within four categories: Psychotherapy Based Models, Developmental Models, Competency Based Models and Integrated Models. Each of the supervision models contains beneficial components that counselor supervisors could benefit from learning. Counselor supervisors need to be able to determine which of these clinical supervision models is the best fit for them and their supervisee. Furthermore, clinical supervisors need to be able to implement the model consistently and effectively to assist in the growth and development of their supervisee.

Tele Supervision: Best Practices and Ethical Considerations

D Henry Stapleton*

Alabama State University, Alabama, United States

Clinical or mental health supervisors are responsible for the professional development, competency building, and ethical decision-making of supervisees. These outcomes are accomplished through weekly supervisory sessions. In the twenty-first century increasing numbers of novice counselors are receiving clinical supervision virtually. They defined tele supervision as a process whereby distant supervision is provided using electronic information and communication technologies. Thus, supervisors and supervisees are in different spaces at the same time via technology. Tele supervision is an effective option to traditional face-to-face supervision for supervisees in rural areas as well as those with mobility issues and constraints of schedule. This content session provided the best practice framework for conducting a tele supervision clinical supervision practice. Clinical supervisors were guided in recognizing deficiencies in their current tele supervision practice. Additionally, they were informed of the benefits and risks of tele supervision, procedures for maintaining a virtual "clinical" space, and special ethical considerations that encompassed privacy, security, and confidentiality concerns as well as acceptable virtual platforms.

The Psychosocial Impacts of Addiction on Clients and Families

Angela Hall* and Mary-Anne M. Joseph

Alabama State University, Alabama, United States

Substance use disorders (SUDs) are complex, multifaceted conditions that profoundly impact both individuals and their families. This presentation explores the psychosocial effects of SUDs, highlighting the emotional, psychological, and social consequences for clients and their loved ones. Addiction is a chronic, relapsing disorder characterized by compulsive drug seeking and use, or engagement in behaviors, despite adverse consequences, involving impaired self-control and often leading to a persistent urge to continue despite knowing it is harmful. For individuals, SUDs often lead to feelings of guilt, shame, anxiety, and depression, which are exacerbated by social stigma and isolation. Familial relationships are strained as members cope with the unpredictability, conflict, and emotional burden that SUDs bring. Family members may experience stress, fear, and a sense of helplessness, sometimes developing codependent behaviors and/or financial instability. These psychosocial challenges extend beyond the immediate family, affecting broader social networks, community connections, as well as educational and vocational pursuits. The presentation also explores interventions that address the emotional and relational toll of SUDs, including family therapy, support groups, and comprehensive treatment programs that emphasize healing for both clients and their families. Ultimately, addressing the psychosocial dimensions of SUDs is crucial for fostering recovery and promoting long-term well-being for the person struggling with addiction and their close family and friends.

Spirit, Soul, and Body - A Holistic Approach to Life and Recovery

Mark Winslett*

The Foundry Ministries, Alabama, United States

Addiction is an advanced life problem that requires basic life understanding to resolve. Humans are three-dimensional beings - spirit, soul, and body. Because addiction affects all three levels of existence, effective recovery must address each of these levels. My session will provide a working definition for each of our three dimensions and explain the influence each has upon an individual's life reality. I will accomplish this by examining the etymology of spirit, soul, and body from ancient languages. Once we establish a working definition and understanding of the uniqueness of each dimension, we will explain the necessity of resolving the internal conflicts that perpetuate external life issues. Provide working definitions for spirit, soul, and body. Explain the necessity of a holistic approach to addiction recovery. Provide practical applications for a three-dimensional approach to counseling.

ADA and Substance Use Disorders in the Workplacey

Barry Whaley*

Southeast ADA Center, Kentucky, United States

The pandemic fueled a surge in U.S. alcohol and substance abuse, yet over 70% of affected individuals remained employed. With over 22 million Americans now in recovery, a pressing need exists to educate them on their civil

rights under the Americans with Disabilities Act (ADA). This session will detail how the ADA protects individuals with alcohol and substance use disorders in the workplace, outlining its specific applications across pre-offer, post-offer, and active employment. We will explore scenarios involving alcohol, opioids, cocaine, and marijuana to clarify how the ADA addresses these conditions, ensuring attendees understand their legal protections.

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