

The Well



Core Conditions for Recovery
David Higham – Founder and CEO of the Well

The Well a LERO Beginning

- Set up November 2012 as a Social club for People of Live Experience (POLE)
- LERO, grassroots peer-to-peer organisation, organised and managed by people from the community they serve
- Done by, not done to
- Experts on tap, not on top
- Fully committed to ABCD principles and co-production
- Hub & Spoke model of recovery



Hub & Spoke Model



Fertilizing The Soil



“The community is the soil in which such problems grow or fail to grow and in which the resolutions to such problems thrive or fail to thrive”.

White 2009



**How do we create the right environment,
the right conditions for people to recover?**





Rat Hell and Rat Park

Bruce Alexander

Rat Hell



Rat Park



Adverse Childhood Experiences (ACE's and Trauma)

CHILDHOOD EXPERIENCES ARE **POWERFUL** DETERMINANTS OF WHO WE BECOME AS ADULTS



ACE's and impact on life

UK: Compared with no ACEs, those with 4+ ACEs were:

- 2x more likely to binge drink
- 3x more likely to be current smoker
- 5x more likely to have had sex under 16 years
- 7x more likely to be involved in recent violence
- 11x more likely to have used heroin or crack
- 11x more likely to have been incarcerated

INDEPENDENT OF POVERTY



If they had no ACEs problems could be reduced by:



Aged 18-70 years

8 x ACEs

200+ repeated episodes

=

30 years in addiction Crack &
Alcohol





10 x ACEs

500 repeated episodes

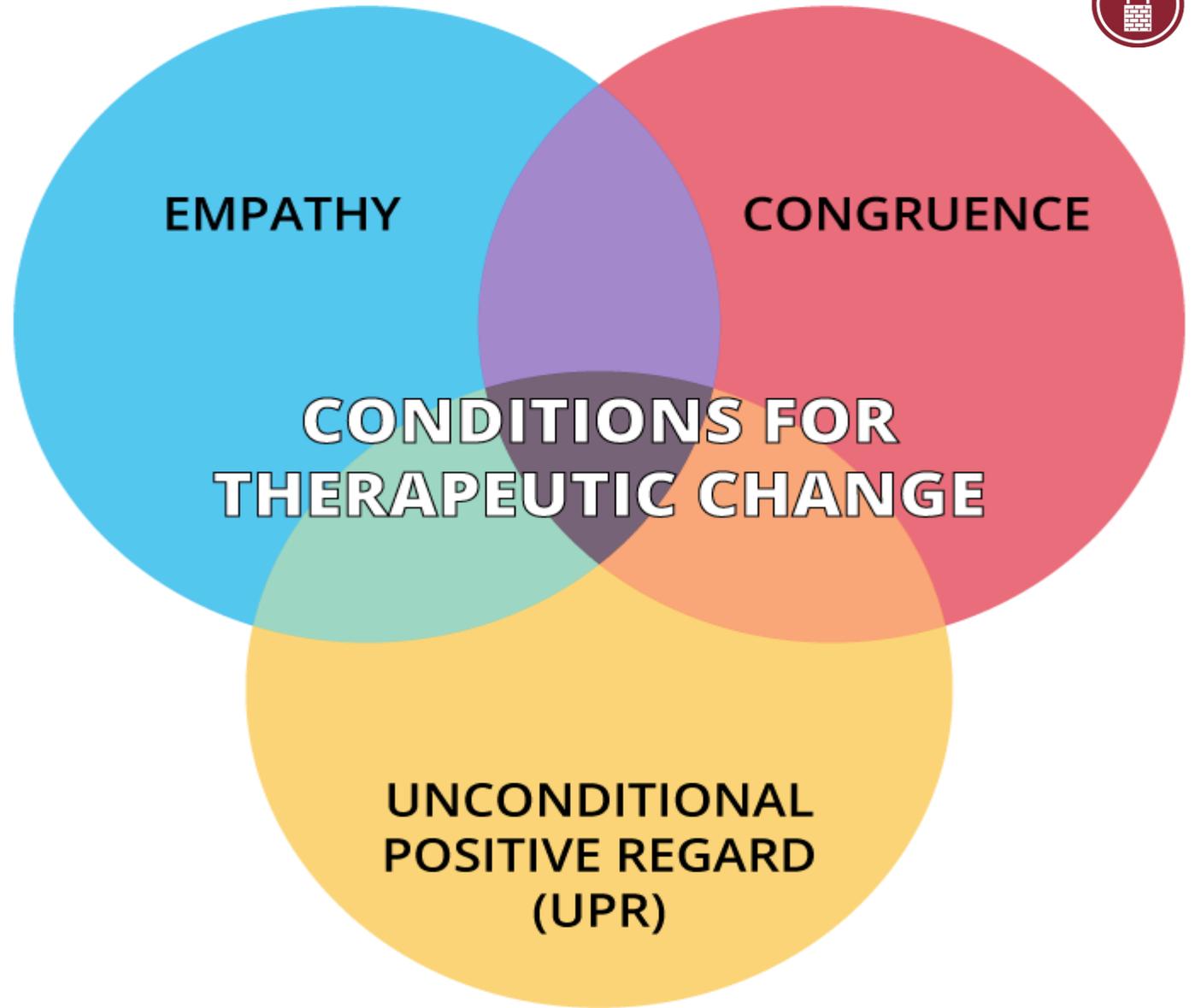
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15 years in addiction Heroin &
Alcohol



"The only person who is educated is the one who has learned how to learn and change."

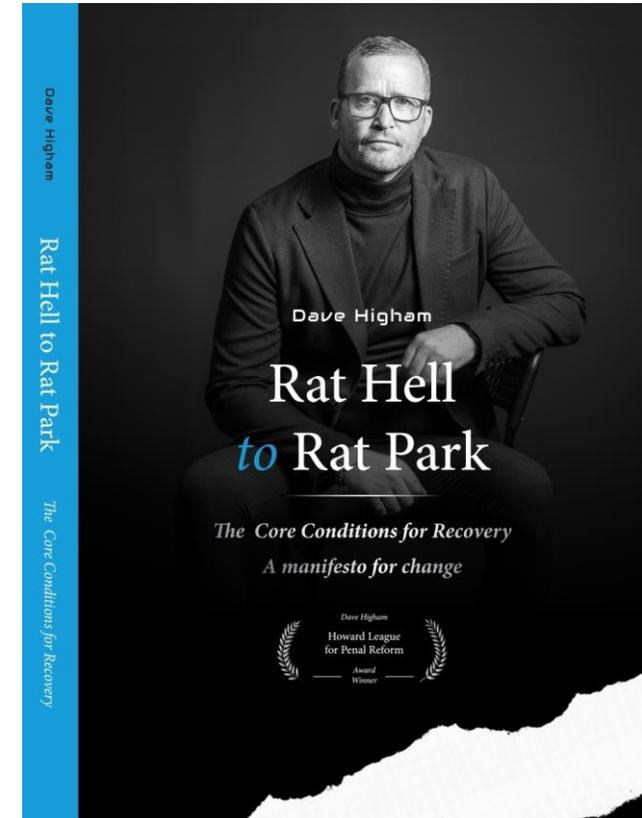
- Carl Rogers



Core Conditions for Recovery

Developed by the people we serve (bottom up)

1. Lived Experience
2. Connection
3. Meaning & Purpose
4. Community
5. Trauma-Safe Environment (TSE)
6. Hope



Dave Higham
Book: Rat Hell to Rat Park
Core Condition's for Recovery
Manifesto for Change



Lived Experience

Lived experience is at the core of mental illness. No one truly understands what happens within a psychiatric problem except the person who experienced it (Mark D. Rego, MD).

- LE is the first seeds of hope
- People identifying with People Of Lived Experience (POLE)
- POLE get a sense of belonging with other POLEs
- Partnerships with LEROs or/and LE integrated into the work force
- Shared learning and role modelling
- People with their own lived experience do not have the same power imbalances commonly found in service provider user relationships



Connection

We invite compassion into our lives when we act compassionately toward ourselves and others, and we feel connected in our lives when we reach out and connect. (Brene Brown: The Gifts of Imperfection)

- Relationships and connections we make are the building blocks to healthy partnerships, communities, and individuals
- The need for real authentic connections in order to feel safe
- The need to be around people to be seen, heard & valued
- Authentic relationships within the team – Honesty, Compassion, Openminded & Supportiveness
- The need to be one team, not a ME attitude but a WE



Meaning & Purpose

Enabling people to find meaning and purpose through a sense of belonging, enhancing their wellbeing in a way that supports them to become the best version of themselves.

- Relationships & Family
- Feeling valued, wanted & needed
- Work, Hobbies & Sports
- Sense of direction having goals
- Our recovery begins to give us M&P we want to better ourselves
- We help people move beyond just stopping DoA but to reach great heights



Community

The individual, family and community are not separate; they are one. To injure one is to injure all; to heal one is to heal all (William White)

- We can't build a community around a service, we have to build a service around a community
- Developing a recovery community is fundamentally about resourcing and supporting diverse communities to address their own needs
- The community has the ability to heal itself and sustain peoples wellbeing
- We have become consumers and clients, not citizens and neighbours



Trauma Safe Environment

We consciously create a safe, trusting and non-judgmental environment, promoting a culture of mutual respect and unity (Dave Higham).

- We recognise and except that people have survived multiple ACTs but will view the world and ME as a dangerous, frightening place
- TSE in our community and within our work place
- None judgemental with our members and within our own staff team?
- Unconditional positive regard, Empathy & Congruence (bring yourself)
- Trust, Honesty & Respect



Hope

Hope is created and generated by having lived experience at all levels of the organisation, at all stages of recovery.

- If people don't have HOPE they are hopeless
- Organisationally believe people can and do recovery/change
- The individual believes they can change
- Instil the belief in people the possibility of recovery
- Having dreams and aspirations
- Stop saying abstinent is too high a bar to reach

Through this model:

- 1000s of people supported since we began
- 68% stay drug & alcohol free
- 65% of our workforce are the people that used our service



- GP 200+ incidents
- 8 years in recovery & helping others
- Business Lead TWC
- Awarding from PCC for work in the community.



- KH 500+ incidents
- 16 years in recovery
- Director of operations TWC
- MBE for work at The Well Communities
- Advisor in parliament



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Amazon: Rat to Rat Park Dave Higham

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[Dave Higham | To deliver it, you've got to live it.](#)