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**Healing Plan**

* For someone who is *new* to the agency or site
* For someone who is currently *struggling*
* For someone who has a *behavioral goal* in their ISP

**Instructions**

1. Enter the name of the person and the date.
2. Discuss and complete each part, as a group if possible.
3. After you have completed it, decide when you will review it next.

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| Name: |  | | |
| Date of Review: |  | Dates of Next Reviews  (if desired) |  |
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**Getting started**

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| **Describe the person.**  **What do people like about them?**  **What do people have trouble with about the person?**  **What makes this person feel unsafe, isolated and powerless?** |

1. **How does this person react to fear? Complete all boxes that are appropriate (some may not apply)**

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| **Fight** (aggression, violence, intimidation) | Present | | | Not Present | |
| What does fight look like in this person? | | | | | |
| What coping strategy do they use? (**Remember: their “coping” may not be healthy, positive or comfortable for us, but it is something they do to try to feel safe or powerful)** | | | | | |
| **Flight** (agitation, running away, hiding) | | Present | Not Present | |
| What does flight look like in this person? | | | | | |
| What coping strategy do they use? | | | | | |
| **Freeze** (Immobilization, terror) | | | | | |
| What does freezing look like in this person? | | | | | |
| What coping strategy do they use? | | | | | |
| **Tend/Befriend/Appease** (over-focus on others, submission, ingratiation, seductiveness) | | Present | Not Present | | |
| What does tending/befriending/appeasing look like in this person? | | | | | |
| What coping strategy do they use? | | | | | |
| **Collapse** (dissociation, shut-down, passivity) | | Present | Not Present | | |
| What does look freezing or collapsing like in this person? | | | | | |
| What coping strategy do they use? | | | | | |

1. **What CALMER skills can the staff person use for him or herself?**

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| **1. Relaxation Response (or other breathing technique)** |
| **2.** |
| **3.** |
| **4.** |

**Shifting Brain Function**

1. **What can staff do for this person to help the person feel *safe*, *connected,* and *in control?* Do these before asking this person to do anything else.**

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**Positive Identity**

1. **List the person’s character strengths and how they could use them every day.\***

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**A New Story of Self**

1. **How can you use their strengths tell a positive “story” about their character or personality?**

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1. **Activities Checklist**

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| Are the following activities happening regularly? If YES, list it. If NO, plan for it. | | | |
| Interactions | Warm, positive interactions with people who make the individual feel safe and loved.  These interactions identify the individual’s character strengths and contributions to others. | Yes |  |
| No |
| Movement | Physical activity that is enjoyable, whole-body, rhythmic and not too strenuous. It should use both sides of the body in alternating rhythm (like swinging your hands when you walk).  This could include walking, dancing or riding a bike. Chair dancing or clapping can work for people who are not mobile. | Yes |  |
| No |
| Risk-taking | Encourage thinking and feeling while trying something new.  Emphasize re-connection and comfort after every effort at taking a risk. Just taking a risk should be framed as success, no matter the outcome of the effort. Positive relationships and character strengths can support taking on small challenges. | Yes |  |
| No |
| Pleasure | Focus on opportunities for sensory pleasure and enjoyment every day.  Slow down and find chances to savor sights, sounds, tastes, smells and touch. | Yes |  |
| No |
| Gratification | “Flow” experiences:   * goal-oriented * interesting * require effort and concentration * involve the individual’s character strengths   Match these activities to their ability, but encourage risk-taking and growth | Yes |  |
| No |

**\* Values In Action Character Strengths [[1]](#footnote-1)**

**Category: *Wisdom***

1. Creativity-*thinking of new ways to do things*
2. Curiosity-*liking exploration and discovery*
3. Judgment-*thinking things through and examining them from all sides*
4. Love-of-Learning-*passion for mastering new skills, topics, knowledge*
5. Perspective-*being considered wise by others*

**Category: *Courage***

1. Bravery-*not shrinking from a challenge, difficulty or pain*
2. Honesty-*living life in a genuine and authentic way*
3. Perseverance-*working hard to finish what you start*
4. Zest-*approaching everything with excitement and energy*

**Category: *Humanity***

1. Kindness-*being kind and generous to others*
2. Love-*valuing close relations with others*
3. Social Intelligence-*knowing how to fit into social situations*

**Category: *Justice***

1. Fairness-*having an abiding principle to treat all people fairly*
2. Leadership-*excelling at encouraging a group to get things done*
3. Teamwork-*excelling as a member of a group*

**Category: *Temperance***

1. Forgiveness-*forgiving others who have done you wrong*
2. Humility-*not seeking spotlight; others value your modesty*
3. Prudence-*being a careful person*
4. Self-Regulation-*being a disciplined person*

**Category: *Transcendence***

1. Appreciation of Beauty-*noticing and appreciating beauty*
2. Gratitude-*being aware of good things, not taking them for granted*
3. Hope-*expecting the best in the future and working to achieve it*
4. Humor-*bringing smiles to others is important to you*
5. Spirituality-*your beliefs shape your actions and are a source of comfort to you*

1. VIA Institute on Character, [www.viacharacter.org](http://www.viacharacter.org), © 2016. All rights reserved. [↑](#footnote-ref-1)