

Unified Healers

Building Cohesive Clinical Teams with Shared Healing Culture

Intensives Library · Clinician Wellness & Identity

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Part 1 · Overview

Unified Healers

When clinical teams operate as unified healers — sharing language, values, and therapeutic direction — clients experience care that is coherent, safe, and powerfully effective. This intensive builds the competencies for creating unified clinical teams where every member contributes to a shared healing culture.

Learning Slides

Team unity frameworks, shared language development, and coherent culture building.

Mind Map

Visual framework for unified healing dimensions across team and organization.

Self-Assessment

Evaluate your team unity contributions and shared healing competencies.

Worksheet

Practical exercises for building unified healing team practices.

Part 2 · Slides

Unified Healers

Building Cohesive SUD Treatment Teams

SUD treatment requires intricate coordination across diverse professional backgrounds. Effective treatment depends on the collective functioning of cohesive, trusting teams.

Impact of Cohesion

Unified teams achieve higher retention rates, better engagement, and improved outcomes. Team functioning is a therapeutic intervention in itself.

Navigating Polarities

Bridging Differences

Evidence-Based vs Recovery Wisdom

Professional Training vs Lived Experience

Clinical Objectivity vs Compassionate Engagement

Effective teams bridge these potential fault lines through intentional trust-building and communication.

Generational Exchange

Combining Wisdoms

Bridging the gap between seasoned veterans and recent graduates enriches the entire team.

Traditional Deep experience, historical context, endurance

Fresh New methodologies, tech fluency, current research

Communication & Conflict

The Foundation

Conflict is inevitable in high-stakes SUD treatment. The goal is constructive navigation, not avoidance.

Consistent Messaging: Crucial for preventing splitting behaviors.

Constructive Conflict: Transforms divisions into deeper understanding.

Active Listening: Bridging professional silos and perspectives.

Resilience & Sustainability

Thriving Together

Unified teams provide the support necessary to navigate the emotional intensity of addiction treatment.

- Mutual support during clinical setbacks
- Collective celebration of incremental progress
- Shared responsibility for outcomes
- Modeling recovery principles for clients

Part 3 · Mind Map

Unified Healers

Team Cohesion Model

- TeamCohesion
- Interdisciplinary
- Collaboration
- Expertise
- Communication
- ActiveListening
- Clarity
- Conflict
- Resolution
- Growth
- Diversity
- Inclusion
- Perspectives
- Exchange
- Generational
- Experiential

Part 4 · Assessment

Part 1: Dynamics Awareness

Understanding Your Current Team Dynamics

For each statement, choose the option that best describes your experience:

1 - Never | 2 - Rarely | 3 - Sometimes | 4 - Often | 5 - Always

I recognize the unique challenges our SUD treatment team faces compared to other healthcare teams.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I notice how team cohesion directly impacts our client outcomes.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I understand the specific barriers to unity within our treatment setting.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I see connections between team functioning and client engagement.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I acknowledge my own contribution to our team's current dynamics.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I recognize opportunities for knowledge exchange between team members of different generations.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I notice whether newer and more experienced staff regularly learn from each other.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I understand how generational differences influence our team interactions and approaches.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I see evidence of mutual respect across varying levels of experience and age groups.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I acknowledge the value that both traditional wisdom and fresh perspectives bring to our work.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I recognize opportunities for appropriate sharing of personal experiences related to addiction.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I notice how team members' diverse backgrounds inform their clinical approaches.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I understand the boundary between helpful self-disclosure and oversharing in our team.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I see how personal and professional experiences combine to strengthen our collective work.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I acknowledge the therapeutic value of integrating diverse recovery perspectives.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I recognize the unique expertise each team member contributes to our work.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I notice whether knowledge is regularly shared across different specialties and roles.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I understand how various disciplinary perspectives complement each other in addiction treatment.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I see evidence of collaborative problem-solving that draws on diverse expertise.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I acknowledge both the strengths and limitations of my own professional perspective.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I recognize both effective and problematic communication patterns within our team.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I notice how information flows (or doesn't flow) between different team members and roles.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I understand the impact of communication breakdowns on client care and team morale.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I see evidence of active listening and empathetic communication among team members.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I acknowledge my own communication strengths and growth areas within the team context.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I recognize how conflicts typically emerge and are addressed within our team.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I notice whether disagreements lead to productive discussions or unresolved tensions.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I understand the impact of unaddressed conflicts on team functioning and client care.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I see evidence of respectful problem-solving when differences arise.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I acknowledge my own approach to handling conflicts within the team.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I recognize the range of diversity present within our team (cultural, experiential, professional).

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I notice whether diverse perspectives are actively sought out in decision-making.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I understand how various dimensions of diversity strengthen our clinical approaches.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I see evidence that all team members' contributions are valued regardless of background.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I acknowledge my own comfort level with perspectives that differ from mine.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Part 2: Cohesion Capacity

Developing Team Cohesion Capacity

I actively participate in knowledge exchange across experience levels.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I develop opportunities to learn from both newer and more experienced colleagues.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I build relationships with team members of different generations or experience levels.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I create structured opportunities for sharing of clinical wisdom across experience groups.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I practice both teaching and learning regardless of my position or experience level.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I actively create safe spaces for appropriate sharing of personal experiences.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I develop comfort with appropriate self-disclosure about my own relevant experiences.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I build connections between personal experiences and clinical practices.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I create opportunities for diverse recovery perspectives to inform our approach.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I practice respectful listening when others share personal insights.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I actively learn about the expertise and approaches of other disciplines on our team.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I develop ways to explain my own specialty's perspective to colleagues clearly.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I build practices for integrating diverse professional approaches into cohesive treatment.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I create opportunities to collaborate across disciplines on complex client situations.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I practice both offering and receiving specialized knowledge across professional boundaries.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I actively participate in team-building activities and opportunities.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I develop willingness to be appropriately vulnerable with teammates.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I build reliability by consistently following through on commitments to colleagues.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I create opportunities to demonstrate care for teammates as whole persons.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I practice extending trust to colleagues across different roles and backgrounds.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I actively implement active listening techniques in team interactions.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I develop clear, timely, and respectful communication habits.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I build awareness of how my communication style affects other team members.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I create opportunities for open dialogue about challenging topics.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I practice adapting my communication approach to different colleagues' styles and needs.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I actively address tensions or disagreements directly and respectfully.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I develop skills in giving and receiving constructive feedback.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I build awareness of my typical conflict responses and their impact.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I create opportunities for healthy resolution of differences.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I practice separating professional disagreements from personal relationships.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I actively seek out perspectives different from my own on clinical matters.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I develop cultural humility in interactions with diverse colleagues and clients.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I build awareness of unconscious biases that may influence my team interactions.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I create opportunities for diverse perspectives to inform treatment approaches.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I practice valuing contributions from all team members regardless of background or role.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I actively participate in collaborative treatment planning processes.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I develop consistent approaches for coordinating care across different team roles.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I build understanding of how various treatment components complement each other.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I create opportunities for seamless client experiences across different providers.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I practice balancing my specific role with the overall treatment approach.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I actively support teammates during challenging clinical situations or setbacks.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I develop perspective on the chronic, relapsing nature of addiction and its impact on our work.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I build capacity to maintain morale despite treatment challenges.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I create opportunities to celebrate small victories and progress with colleagues.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I practice self-care and encourage it in others to sustain our collective work.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I actively welcome and integrate new team members into our culture.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I develop adaptability to changes in team composition or treatment approaches.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I build consistency in collaborative practices despite organizational changes.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I create opportunities for ongoing team development and relationship building.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

I practice long-term commitment to team unity through changing circumstances.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

Scoring guide

Comprehensive Team Dynamics Awareness

Substantial Team Dynamics Awareness

Developing Team Dynamics Awareness

Limited Team Dynamics Awareness

Beginning Cohesion Development

Awareness outweighs capacity. Focus on developing specific practices to address identified patterns.

Balanced awareness and capacity. Healthy professional development.

Cohesion practices outweigh awareness. Consider deepening understanding of specific team patterns.

Part 5 · Worksheet

Team Cohesion Development

Generational & Experience Exchange

Opportunity for cross-generational knowledge exchange:

Safe space creation for sharing personal experiences:

Communication & Conflict

One specific communication habit to improve:

Strategy for constructive conflict engagement:

Diversity & Trust

How can you better leverage team diversity?

Specific action to build trust with a colleague:

Resilience & Sustainability

Way to support team resilience during setbacks:

Practice for welcoming/integrating new members:
