



CENTRE FOR INNOVATION IN PEER SUPPORT
DEBORAH Goal Setting Model
Version 1.1

How to Use This Resource

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The DEBORAH Goal Setting Model

The DEBORAH Goal Setting Model was created by the Centre for Innovation in Peer Support to assist person-directed, holistic, and supportive goal setting. By beginning the process with the self-determination of a goal the person identifies as meaningful to them, the model ensures the goal is person-directed and in alignment with the *Values of Peer Support*.

This person-directed approach is further complimented by alignment with recovery principles; meaning, “living a meaningful and purposeful life, as defined by the person” and empowerment, “having control over life, focusing on strengths, and taking personal responsibility” as outlined in the CHIME recovery framework (Leamy et al., 2011).

Where other tools and models are incredibly effective in business & corporate settings that are focused on accountability and evaluation, the DEBORAH Goal Setting Model is focused on holistic personhood. Traditional goal setting models can present outcomes as pass or fail, when people feel they have “failed”, or been unsuccessful in their goals it can result in feelings of shame, guilt, or detriment to their self-worth. In the pursuit of cultivating wellness, the process of goal setting should be as supportive as the goal set. Understanding the adaptability of goals reminds us that it is not pass or fail, but rather a change in direction. The other advantage to this model is that it can be used for goals that do not have quantitative measures. For example, if someone says, “I want to feel more connected to nature.” Traditional goal setting models would have this goal shift to sound something like, “I will spend one hour hiking in nature each day over the next week.” What that modified goal fails to recognize is that spending an hour a day hiking does not ensure someone will feel connected to nature.

The model is intentionally structured to address that people have unique expertise as well as barriers, while remaining strength-based and supportive of resiliency. Established barriers are followed up with taking stock of the resources and options that are available to the person internally and externally to support them in navigating the goal attainment process. Through self-assessing expertise, barriers, resources, and options people increase their understanding of their own needs and strengths. This understanding allows them to better communicate needs and strengths to others, who can then be of more support to this process.

After self-evaluating the multiple factors included in pursuit of a goal it may be of support to divide large, complex goals into smaller contributing goals. For example, a goal such as “achieve wellness” may be the overarching goal with contributing goals that identify the areas in our lives that we would like to increase wellness.

The creators’ hope for those who use the DEBORAH Model is that they feel empowered as unique people with expertise, to use their gifts and the supports available to them in order to achieve the goals that are meaningful to them.

DETERMINE

- What is something you want for your life?
- What are the steps involved in the pursuit of this goal?

EXPERTISE

- What gifts, skills or expertise have you developed that will support this goal?

BARRIERS

- Is there anything you may encounter that might get in the way?

OPTIONS

- What options do you have available to support yourself through this process?
- How will you support yourself if things are not going the way you thought they would?

RESOURCES

- What resources (people, places, or things) do you have available to support your goal?

ADAPTABILITY

- It is okay to decide you no longer want to achieve this goal.
- It is okay to take longer than you expected.
- It is okay to change your goal.

HONOUR

- Can you take a moment to be proud of yourself and reflect on this journey?
- When you have achieved your goal how can you honour the hard work that you have put in?

ADDITIONAL RESOURCES TO EXPLORE

All programming from Support House Centre for Innovation in Peer Support is delivered through our [Learning Centre & Resource Hub](#).

The **Learning Centre** provides a range of opportunities, including self-directed e-learning, facilitated learning programs, consultation services, and provincial communities of practice.

The **Resource Hub** houses our educational toolkits, documents, and videos. Together, these resources reflect current best practice in the delivery and implementation of Peer Support across Ontario.

Products on our Resource Hub:

- ***Guiding Standards of Peer Support*** (from Mental Health Commission of Canada, Peer Support Canada & Centre for Innovation in Peer Support)
- ***CHIME Recovery Process*** infographic

[CLICK HERE TO VISIT OUR YOUTUBE CHANNEL](#)

Support/
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About the Centre

Recognized provincially for its award-winning services, Support House Centre for Innovation in Peer Support (the Centre) has evolved into a "Benchmark of Excellence" in peer support and experience-based engagement and co-design. The Centre is dedicated to implementing innovative best practices for meaningful and equitable engagement and partnerships with individuals who have lived/living experience, as well as their family/caregivers, across Ontario.

Our History

Originally established as a Consumer Survivor Initiative in 1999 under the name TEACH (Teach, Empower, Advocate for Community Health), the need for support and training for agencies providing authentic peer support was identified. As a result, in 2015, the Centre received new base funding from the legacy Mississauga Halton LHIN to offer regional and provincial system support for Health Service Providers (HSPs). This support includes hospital psychiatric inpatient units, addiction residential treatment, supportive housing programs, central access, employment support programs, justice, community mental health and addiction providers, and self-help education and support groups. This scope has since expanded to encompass regional, provincial, national, and international collaborations.

Supporting People Engaging in Services

Our service offerings include wellness-based, peer-led self-help and social connection programs for community members. These programs are designed, developed, implemented, and evaluated by individuals with lived/living experience. We work together to foster community and connection by creating safe spaces where people navigating mental health and substance use/addiction challenges, can heal and grow.

Supporting Provincial Systems & Partners

The Centre's Provincial, Systems & Partner stream is continually evolving to support organizations that provide peer support services and to foster meaningful, equitable engagement, co-design, and partnership with individuals who have lived/living experience, as well as family/caregivers for roles on advisory tables, working groups, committees, and government boards. We create learning opportunities through co-design, education and training, consultations, capacity building, collaborations and partnerships, and the development of resources and toolkits, drawing on our expertise in engagement stewardship.

Additional learning resources are available in our Virtual Learning Centre and Resource Hub, where you can explore information about our provincial communities of practice, toolkits, models, and other resources. The Centre is committed to enhancing the capacity of individuals with lived/living experience, family/caregivers, peer support workers, supervisors, health service providers, and regional and provincial healthcare systems. We aspire to co-design and co-create an inclusive and equitable healthcare response, regardless of complexity.

About Support House

Support House is guided by our core values, which shape our agency's decisions and actions, unite our staff, define our brand, and inspire our culture. We put people first—our supports are person-directed. We connect and engage, starting conversations to build and maintain relationships. We focus on health and wellness practices to inspire our culture. All employees are required to adhere to our values-based oath of conduct.

References

Leamy, M., Bird, V., Boutillier, C., Williams, J., & Slade, M. (2011). *Conceptual framework for personal recovery in mental health: Systematic review and narrative synthesis*. *British Journal of Psychiatry*, 199(6), 445-452. doi:10.1192/bjp.bp.110.083733