



RECOVERY RESOURCES

*distinguishing between
coaches, counselors,
consultants, mentors,
sponsors, & allies*



Counselor (Therapist): a licensed professional subject to ethical and legal mandates, governed by an authoritative oversight and credentialing organization. Support is paid, and there are strict personal boundaries between the Counselor and Client. Therapists deal with pathology, make diagnoses, and treat illness.



Consultant: a professional with significant experience and expertise hired to help create strategies and design solutions. Consultants are paid to give advice, provide guidance, estimate costs, solve problems, lead people, and manage schedules. Consultants can straddle the fence between also being a coach - "CoachSultant".



Recovery Coach: a peer-based and potentially credentialed (i.e., CCAR) person, usually with lived experience, who removes obstacles and provides strengths-based support through goal setting, accountability, and encouragement. Recovery Coaches help build recovery capital to aid the recoveree across all dimensions of wellness.



Sponsor: a person with experience in a recovery program who offers individual support to others pursuing recovery through the same pathway. Most common in 12-Step programs, sponsors guide others through the steps, sharing their own experience while maintaining non-clinical, non-authoritative, peer-based boundaries.



Mentor: a mentor is traditionally an experienced and trusted adviser common in business settings, but increasingly found in other venues. Mentors advise and train mentees and establish safe ground for the (usually younger and less experienced) colleague to stretch and take intelligent risks without causing disruption or loss.



Ally: originally referred to a country which had agreed officially to give help and support to another one, especially during a war; Ally now also refers to someone who aligns with and supports a cause with another individual or group of people, while not necessarily sharing the same attributes (LGBTQ, addict, social justice, etc.)