Session 38: Finding Your Post: Matching Gifts to Real Needs

Duration: 60 minutes • Recovery education group. Ensure all participants are seated and ready

Materials: Whiteboard; workbooks and pens; post cards (index cards); the Session 38 handout (My Service Post)

Learning objectives — by the end of this session, participants will be able to:

- Match one personal strength (Session 32) to one real, named need in the house or community
- Distinguish a real need from an imagined one by asking, not assuming
- Write a one-line post description: task, place, day, and the person who confirms it

Opening (3 minutes)

Newcomer bridge (60 seconds): This is Phase 5 — Giving Back. The one idea today is that good intentions wander; posts get manned — leave with a real post, matched and confirmed. You are welcome here without earlier sessions; everything you need for today is in this session. Good intentions wander. Posts get manned. Today every person leaves with a post — a real task, in a real place, on a real day — matched to what they actually carry and confirmed by the person who actually needs it done.

Check-in prompt (8 minutes)

Name, craving 0–10, one word for your week — then: "Where have you served before — work, family, church, anywhere — and which of those jobs fit you so well you lost track of time doing it?" Log every craving score on the roster.

Passing is honored — you may pass any question, prompt, or practice without explanation, step out and rejoin, and choose a partner-only option where one is offered.

Teaching (20 minutes)

Session 32 inventoried strengths and gifts; a list in a workbook changes nothing until it meets a need. A post has four parts: a task somebody genuinely needs done, a person whose name is attached to the need, a schedule the house can count on, and a length of service short enough to keep — a season, not a life sentence.

- **Ask before you assume** The need you invent may not exist, and the need that exists may surprise you. Ask the house manager, the kitchen lead, the newcomer: 'What would actually help?'
- **Fit beats flash** The right post uses a real strength at a real size. A gifted cook in the kitchen builds more capital than the same person performing a role they cannot sustain.
- **A post has edges** Task, place, day, duration. Service without edges becomes either a burden you resent or a kingdom you defend; edges keep it an offering.

Sources & Evidence — Facilitator background — do not teach

Recovery capital research links community resources and meaningful roles to sustained recovery, and self-efficacy research links mastery experiences — tasks attempted and completed — to confidence in sustaining change (Granfield & Cloud, 1999; Bandura, 1977). Key sources for this session: Granfield & Cloud (1999); Bandura (1977); SAMHSA (2012). Evidence strength: Moderate — observational and

theoretical literature. Spiritual practice: Service and helping others — correlates with recovery capital and self-efficacy through completed, useful work; evidence: Moderate (Granfield & Cloud, 1999; Bandura, 1977). Full citations: Appendix H. The session's Scripture material is in its optional handout (Appendix I), as theological foundation, quoted from the King James Version.

'Evidence strength' grades the correlated mechanism, not the spiritual practice itself

Pause midway through teaching: ask, "What part of that sounds most like your life right now?" Take two or three answers, connect them to the teaching, and continue. Teach in your own words — the bullets are your map, not a script to read aloud.

Discussion questions (10 minutes)

1. What need in this house have you noticed that nobody owns yet?
2. Tell about a time you took the wrong job, in work or in service. What did the mismatch cost?
3. Who will you ask this week to confirm your post — and what exactly will you ask them?

Skill practice (12 minutes)

Post drafting (workshop): the facilitator lists on the whiteboard the real current needs named by staff and the room. Each participant drafts a post card — task, place, day, duration, confirming name — then stress-tests it with a partner: Is the need real? Is the size keepable? Does it collide with work, meetings, or the 90-day plan? Revise until the partner can repeat the post back word for word.

Personal application — homework (5 minutes)

Ask your confirming person this week and get a yes, a no, or a better assignment. Bring the final post card to the next session, confirmed by the person who named the need. Participants write it in their workbook before leaving. Facilitator: name the homework again at the door as people leave.

Facilitator notes and cautions

Do not let participants claim posts that belong to staff responsibility — medication, money handling, discipline, transportation decisions, and participant records are never service posts. Service is contribution, not authority.

Closing (2 minutes)

A gift looking for a need is a blessing with its shoes on. Get your confirmation this week and stand your post. Next session: the hardest lesson in service — helping without taking over.

Fidelity check for this session: objectives named at the start ☐ craving scores logged ☐ skill practice completed in full ☐ homework written down by participants ☐ session note filed today ☐