



Since 2002, The Professional Enhancement Program (PEP) has provided over 350 professional assessments and treated over 600 individuals from 45 states and 3 provinces. PEP is a comprehensive continuum of integrated behavioral health treatment services offered through Pine Grove, one of the nation's leading treatment facilities. PEP is designed to help professionals with addictive illnesses, disruptive behavior, boundary violations, personality disorders, interpersonal difficulties, and vocational issues. Our mission is to provide innovative, collaborative, and personalized cost-effective care.

Professional Enhancement Program (PEP) consists of three separate components:

- Comprehensive and Addiction Evaluation
- Day Treatment Program
- PEP-Care® – Reintegration and Workplace Monitoring

Benefits of PEP:

- Experienced multi-disciplinary treatment team
- Board certified psychiatrists and addiction medicine specialists
- Advocacy with State Licensing Boards
- Residential living during treatment
- Coordination of treatment with Physician Health Programs

Referral Contact:

- Maintaining regular contact with referring therapists, physicians and other professionals is a priority with our Professional Enhancement Program
- Progress updates are mailed out weekly



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Treatment takes place daily at the PEP Program located at the Lincoln Center just minutes from the Pine Grove campus and the PEP apartments. The PEP Suite at the Lincoln Center offers a spacious and quiet setting for programming and treatment. We provide a safe, secure, and consistent environment where individuals work together under the supervision of licensed professionals. These caring and highly experienced staff members address and resolve problems in day-to-day living and recovery. Participants work together in developing and participating in a culture of respect, accountability, diversity and effective communication. We believe this culture is a powerful agent of change, particularly for those who vacillate between extremes and view themselves as victims or superiors. We emphasize boundaries, ethics, leadership, teamwork, and lifestyle balance.

We believe that each individual possesses the capacity to affect change in one's life. We view the treatment process as a partnership within the community to achieve this effect in a positive direction. Within this partnership we incorporate the values of direct communication, accountability, responsibility, respectful behavior, and inclusion, thereby creating the treatment culture. This milieu contains structure, consistency, and adherence to boundaries, while confronting destructive interpersonal dynamics. It is our belief that individual

growth leads to expanded self-awareness and choices which positively affects interpersonal relationships and work productivity.

Program Values:

- Open, Honest, and Direct Communication
- Responsibility for One's Actions
- Respect for Oneself and Others
- Accountability for Oneself and the Willingness to Hold Others Accountable
- Inclusion of all Members of the Community

The PEP Program Values are based on a treatment model designed by Glenn Siegel, M.D. and Mary Pittman, M.S., R.N.

Individuals are expected to make a dedicated effort to knowing oneself psychologically, physically and spiritually. They may begin to question the function of their thoughts, feelings, and actions while developing an understanding of why they react at any given moment (i.e. What is one's motivation and/or intent?)

This process allows participants to:

- live in harmony with themselves.
- be in relationship with themselves, others, and the world.
- guide themselves deeper into a spiritual journey.
- increase awareness which leads to insight, creativity, congruity, conscious living, choices, and freedom.

While we have treated disruptive behavior from the beginning, these individuals have received increasing attention among academic, administrators, accrediting bodies, and policy makers. The Joint Commission in January 2009 began accreditation of health services organizations on the degree to which they comply with the newly released standards on disruptive behavior. There has been a growing and converging body of literature which established the empirical association between disruptive behavior and the impact on safety and quality in the workplace. Therefore, our PEP-Care® 360 degree feedback model is utilized in the assessment, treatment, and monitoring of disruptive behavior and focuses on (a) assessing individual performance (i.e., 360-degree performance appraisal), (b) motivation theory (more specifically, expectancy and goal-setting theory), and (c) the psychiatric, addictive, and psychological literature. This intervention has been integral and successful for individuals and organizations. It has proven to be an opportunity to shift an organization's culture while enabling individuals to experience thoughtful change.

The goals of the Professional Enhancement Program are:

- manage stress in day-to-day living.
- develop coping methods and the ability to accept help.
- understand and begin to resolve the issues that led to treatment.
- learn to balance home, family and professional life, and increase professional performance.
- provide a comprehensive intervention that covers a variety of issues (e.g., mood disorders, disruptive workplace behavior, personality disorders, sexual disorders, trauma-related disorders, and substance abuse/dependency.)

- provide recommendations to assist monitoring agencies to increase accountability and facilitate re-entry into the workplace.

Programming:

- Group Case Management
- Group Psychotherapy
- Self-Management/Anger Management
- Sexual Issues Groups
- Treatment Planning Groups
- Psychodrama/Art/Music Therapy
- EMDR
- Values Group
- Integration Groups
- Role Performance Issues Group
- Life Trauma Groups
- Vocational Groups
- Addictions/Compulsions Groups
- Disruptive Behavior Groups
- Relapse Prevention Groups
- Ropes Course/Exercise Fitness
- Family Week on site
- Weekly Individual Therapy

Accommodations:

Participants in the PEP program live in apartments built in 2005 located in Hattiesburg near the PEP treatment campus and many shopping, dining and theatre opportunities. The apartments offer living accommodations for 4 participants per apartment. Each apartment has two bedrooms, two baths with a living room and kitchen/breakfast area and come fully equipped with washer/dryer, cooking utensils, telephone, television and cable service. The apartment complex offers a spacious community pool with outdoor gazebos, walking path, and an indoor exercise room. PEP participants are responsible for the cost of housing and all meals. No alcohol or illicit drugs are allowed at anytime during participation in the program.

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