

# SUPERVISION OF PEER WORKERS *(CONDENSED)*

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SUCCESSFUL PEER SUPERVISION



# CORE ETHICAL VALUES OF PEER SUPPORT

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1. Peer support is voluntary
2. Peer supporters are hopeful
3. Peer supporters are open minded
4. Peer supporters are empathetic
5. Peer supporters are respectful
6. Peer supporters facilitate change
7. Peer supporters are honest and direct
8. Peer support is mutual and reciprocal
9. Peer support is equally shared power
10. Peer support is strengths-focused
11. Peer support is transparent
12. Peer support is person-driven

# WHAT IS SUPERVISION?

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- **A professional and collaborative activity between a supervisor and a worker**
- **Supervisor provides guidance and support**
- **Supervisor promotes ethical delivery of services and supports**

# CHALLENGES TO SUPERVISING PEER WORKERS – FOR *NON-PEER SUPERVISORS*

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- **Lack of experience working with peers**
- **Lack of knowledge about peer roles and practice**
- **Integrating peer workers and recovery values in a treatment setting**

# CHALLENGES TO SUPERVISING PEER WORKERS – FOR *PEER SUPERVISORS*

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- **May lack training and experience with supervision**
- **Lack of knowledge among staff about peer roles and practice**
- **Organizations may not be aligned with recovery-oriented values, practices, and culture**
- **Peer-run organizations may not have a culture of accountability**

# FUNCTIONS OF A SUPERVISOR

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- **Administrative**
- **Educative**
- **Supportive**

# SUPERVISOR'S RECOGNITION OF TRAUMA, HEALTH DISPARITIES, & SOCIAL INEQUITY

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- **A holistic view of the peer**
- **Recognition that recovery involves more than abstinence**
- **Recognition of the interconnected nature of race, class, and gender as they apply to discrimination**
- **Ability to support workers to address issues of poverty, trauma, and discrimination**

# ETHICAL & BOUNDARIES ISSUES

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- **Review peer worker's Code of Ethics**
  - **NAADAC/NCPRSS**
  - **MHA/NCPS**
  - **State Certifications**
- **Review agency code of conduct**
- **Support in the nuance of boundary issues**



# RECOVERY-ORIENTED VALUES

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- **Hope – inspiring growth potential for all**
- **Person-centered – based on the individual’s aspirations**
- **Strength-based – focused on the unique gifts of each worker**
- **Interdependence – a balance between teamwork, autonomy, & mutual support**

# STRENGTHS-BASED SUPERVISION

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- **Discover and amplify the worker's strengths and competencies**
- **Identify and amplify the worker's success**
- **Encourage learning and shared responsibility**
- **Does not mean ignoring problems**
- **Use feedback and self-assessment tools**

# SUMMARY FOR SUPERVISORS

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- **Peer workers fill new and unique roles**
- **Supervision of peer workers is not dramatically different from supervising other roles, but there are specific competencies supervisors need**
- **Supervisors need to develop their knowledge of peer roles, embrace a recovery orientation, and advocate for the integration of peers**

# CERTIFIED PEER SUPERVISOR (CPS) CERTIFICATION

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- SC Peer Specialist Certification Commission is developing CPS training
- Expected to begin training in April 2021
- Two-fold training
  - Solid understanding of the role of Peer Specialist
  - Understanding the role of Peer Supervisor
- Will certify both Peer and non-Peer Supervisors