

SUPERVISING PEERS

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SUPERVISING PEERS

LEARNING OBJECTIVES

- **Common definitions for peer support**
- **Recovery Model**
- **Identifying requirements for peers**
- **Implementing peer support in your current system of care**

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Peer support is the act of people who have had similar experiences giving each other encouragement, hope, assistance, guidance, and understanding that aids in recovery. It can be done anytime or anywhere when two or more peers are in a mutual, supportive relationship.

Peer Support Specialist is a person living successful on the other side of addiction, mental illness, and/or or incarceration providing support to others seeking a successful way of life.

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Peer bridge builder – A bridge connects two entities that are separated. Because of the peer specialist's experience as both "client" and "staff", he/she has the ability to provide a bridge between the two.

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Peer Support Services is a range of non-clinical supportive services to facilitate the process of recovery and holistic wellness. These services may be provided anytime for an individual. These services are led by a certified peer specialist.

Peer support services must promote:

- Many pathways to recovery
- Self-directed care
- Recovery-oriented care
- Self-advocacy
- A strength based approach
- Relationship enhancement
- Based on peer support philosophy

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Peer support services include but are not limited to:

- **Facilitating recovery education groups**
- **Peer led support groups**
- **Peer mentoring**
- **Using life experience to assist consumers in understanding their diagnosis**
- **Crisis support (Pitfalls leading to negative behavior)**

PEER DRIVEN SERVICES

IMPORTANT FACTORS:

■ MATCHING

* LIVED EXPERIENCE

* GENDER

* EDUCATION

* ETHNICITY

* RECOVERY PHILOSOPHY

PERSONAL RECOVERY STORY

The peer willingness to tell their personal story about their experiences with an addiction disorder.

This is the strongest tool a peer possess.

The decision to self-disclose to everyone is not an easy decision, however, it is essential in a peer role.

- Sharing story should be relevant and welcomed by the individual the peer is helping
- However, the peer must remember the services are for the person they are helping not about hearing themselves “talk”.

PERSONAL RECOVERY STORY

- Keep the focus on client
- Use story as a tool to educate and inspire others to obtain and/or maintain a successful way of life.
- One effective strategy to sharing a personal recovery story is to allow the person to direct the conversation about the peer's experiences.

SHIFT TO RECOVERY MODEL

From focusing on ...

Stabilization and
Maintenance

Disease/Disability

What's wrong?

Staff Driven

To focusing on...

Recovery and
Resiliency

Wellness/Strengths

What's strong?

Client driven

SHIFT TO RECOVERY MODEL

From focusing on ...

Staff-Client Hierarchy

Addictive Symptom

Social Separation

Compliance to a plan

Dependence

To focusing on...

Staff-Client Partnership

Whole Health

Social Integration

Engagement in a process

Interdependence

SHIFT TO RECOVERY MODEL

What are the changes needed to make your program support the recovery model?

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Peer support philosophy

- Build hope for a successful life to individuals and/or family members
- Utilize a strength based
- Nurture self-direction, empowerment, and choice.
- Teach, model, share, and provide supportive

Problems Supervising Peers

- A lack of clear job and service descriptions that define specific duties that allow peers to use their recovery and wellness experiences to help others recover.
- The lack of opportunities for the peer workforce development to help identify and prepare candidates for participation in the training and certification process.

Problems Supervising Peers

- The lack of competency-based training for supervisors of peers.
- The lack of training for peers to receive trainings on the following:
 - * Culturally competence
 - * Trauma informed systems of care

QUESTIONS PLEASE???

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