
FOSTERING A CULTURE OF PEER SUPPORT IN PROS AND CORE SERVICE

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WHAT IS A PEER SUPPORTER?

Peer support workers bring their own personal knowledge of what it is like to live and thrive with mental health conditions and substance use disorders. They support people's progress toward recovery and self-determined lives by sharing vital experiential information and real examples of the power of recovery. The sense of mutuality created through the thoughtful sharing of experience is influential in modeling recovery and offering hope (Davidson, Bellamy, Guy, & Miller, 2012).



VALUES IN PEER SUPPORT

1. Peer support is voluntary
2. Peer supporters are hopeful
3. Peer supports are open minded
4. Peer supporters are empathetic
5. Peer supports 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 ARE SOME WAYS PEER VALUES AND PSR RELATE TO ONE ANOTHER?

SELF-DETERMINATION refers to a person's ability to make choices and manage their own life. Being self-determined means that you feel in greater control, as opposed to being non-self-determined, which can leave you feeling that your life is controlled by others.

Self-Determination Theory

Human beings have three basic needs:

Competence

People need to gain mastery and control of their own lives & their environment.
Essential to wellness

Autonomy

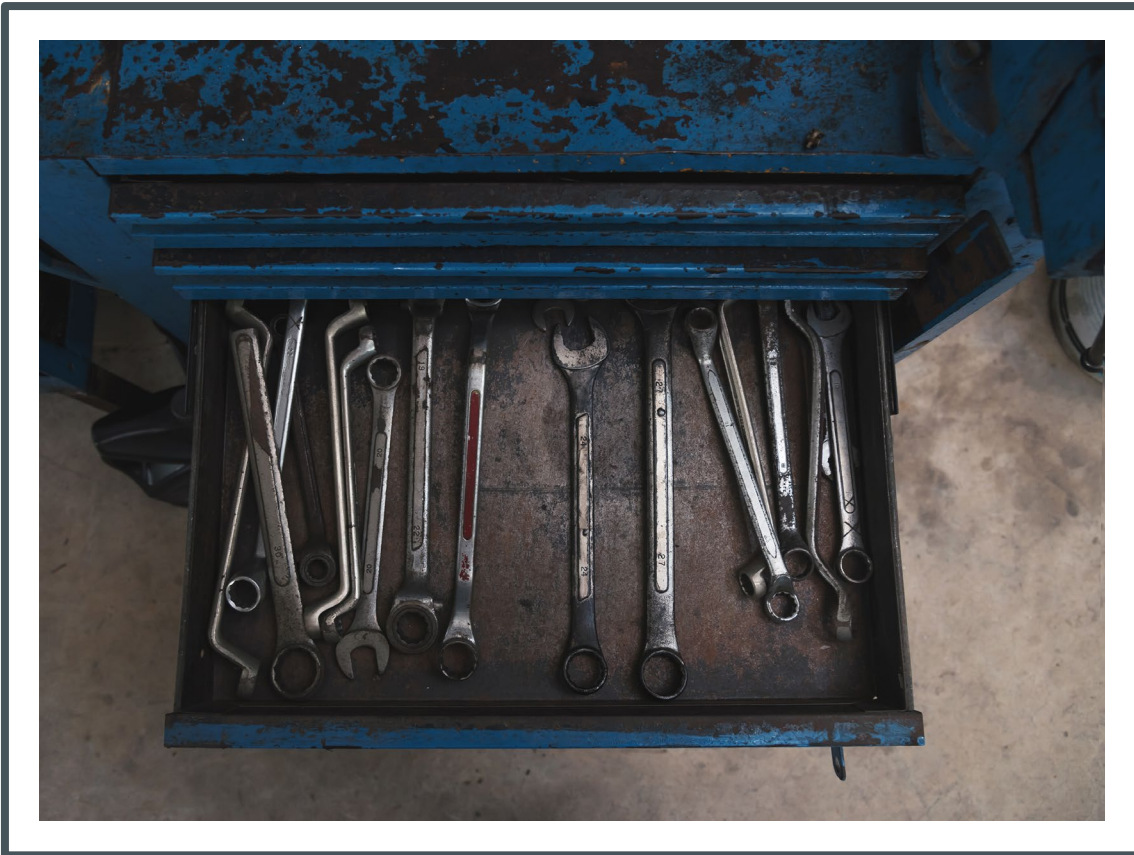
People need to feel in control of their own life, behaviours and goals. This is about choice.

Relatedness

People need to experience a sense of belonging and connection with other people.
Feeling cared for by others & to care for others.

Based on the work of Richard Ryan and Edward Deci.

WHAT ARE SOME THINGS YOUR PEER SUPPORTERS DO IN YOUR PROGRAM/ORGANIZATION?



- How would I know it's a peer supporter doing that task?
- What makes it unique that it's a peer supporter?
- How does it differ from when a non-peer supporter does that task?



COMPETENCIES OF PEER WORK

- Recovery-oriented and empowers people to choose recovery and find meaning and purpose throughout the process
- Person-centered by celebrating a person's strengths and focusing on individual needs and goals
- Voluntary and prioritizes autonomy, choice, and collaboration, allowing a person to play an important role in their recovery
- Relationship-focused by creating a foundation established on respect, trust, mutuality, and lived experience
- Trauma-informed through emphasizing physical, emotional, and psychological safety

ROLE CLARITY

How do you ensure there is role clarity amongst members of your team?

How do you balance expectations of the program design(CORE/PROS) and ensure members of your team are providing services that are within their role/scope of practice?

What are some instances where role clarity issues arise in your program or organization?

PEER AND NON-PEER SUPERVISION

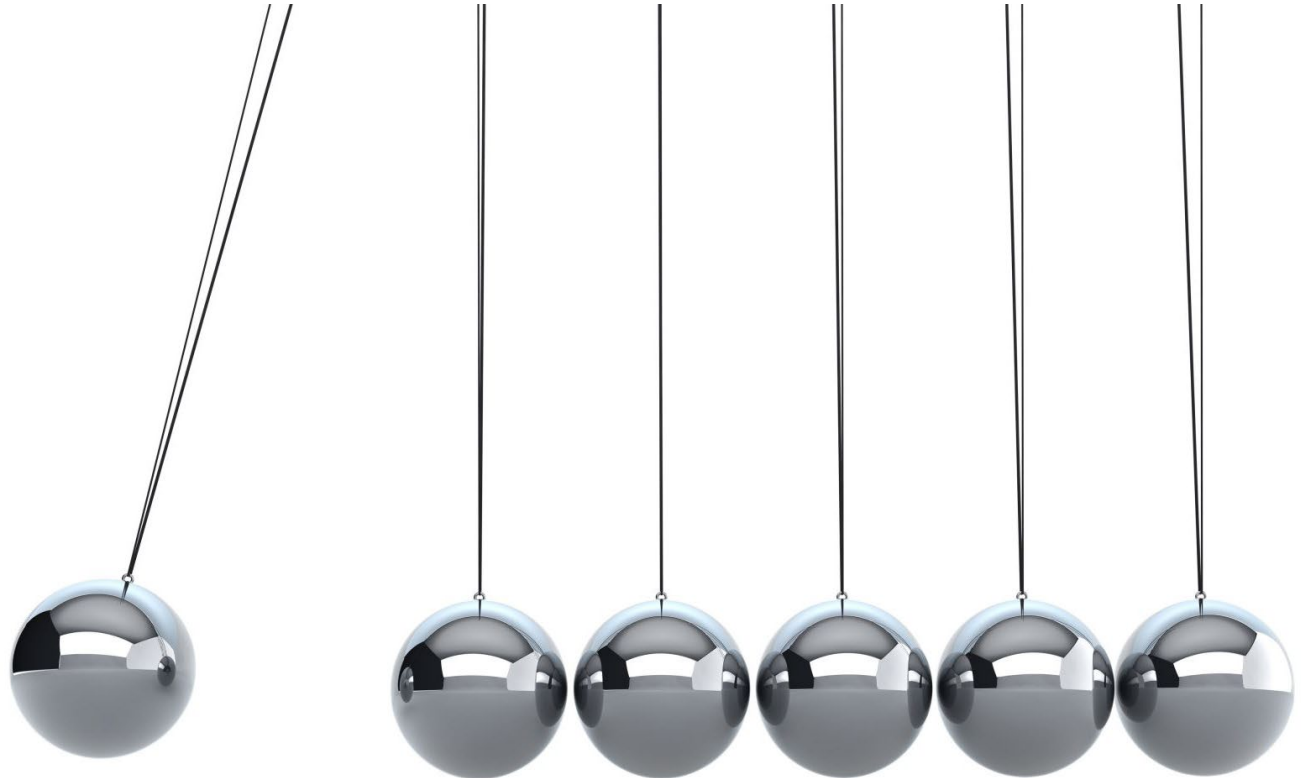
- Both **lived experience** and **role-specific training** are required to practice as a peer supporters.
- Ideally, all peer supporters are supervised by people who have lived experience with recovery and experience providing peer support services.
- However, with the rapid growth and continuing evolution of peer support in mental health care, integrated care, and related non-peer-run workplace settings, the number of experienced and interested peer support practitioners credentialed for funder-required supervisor eligibility is limited.
- **Who supervises Peer Supporters in your agency and program?**
- **If a Peer Supporter doesn't have access to primary supervision from another Peer Supporter, how do you ensure Peer Supporters are receiving in-discipline supervision, support, networking, and continuing education?**

IS YOUR PROGRAM/ORGANIZATION READY FOR PEER SUPPORTERS?



- What did you do to prepare for having peer supporters join your PROS/CORE?
- How has your program/organization changed with the inclusions of peer supporters?
- What's something you learned when you brought on peer supporters?
- What's been a challenge having peer supporters?

DOES PEER
SUPPORT
ALWAYS
ALIGN WITH
PROS AND
CORE?
CORE?



HANDLING VALUES CONFLICTS

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- What values conflicts have you encountered between PROS/CORE and Peer Support Values?
 - What does your program/organization do when there's a values conflict?
 - How do you create a safe place for your team to discuss values and any values conflicts?

THANK YOU FOR
ATTENDING:
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