

Supervision and Successful Employment: Overview of the National Peer Worker Supervision Project

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DECISION SOLUTIONS



Agenda

1 Survey Demographics

2 Supervision Findings

3 Implications

Leading humanity
to healthy,
vibrant lives



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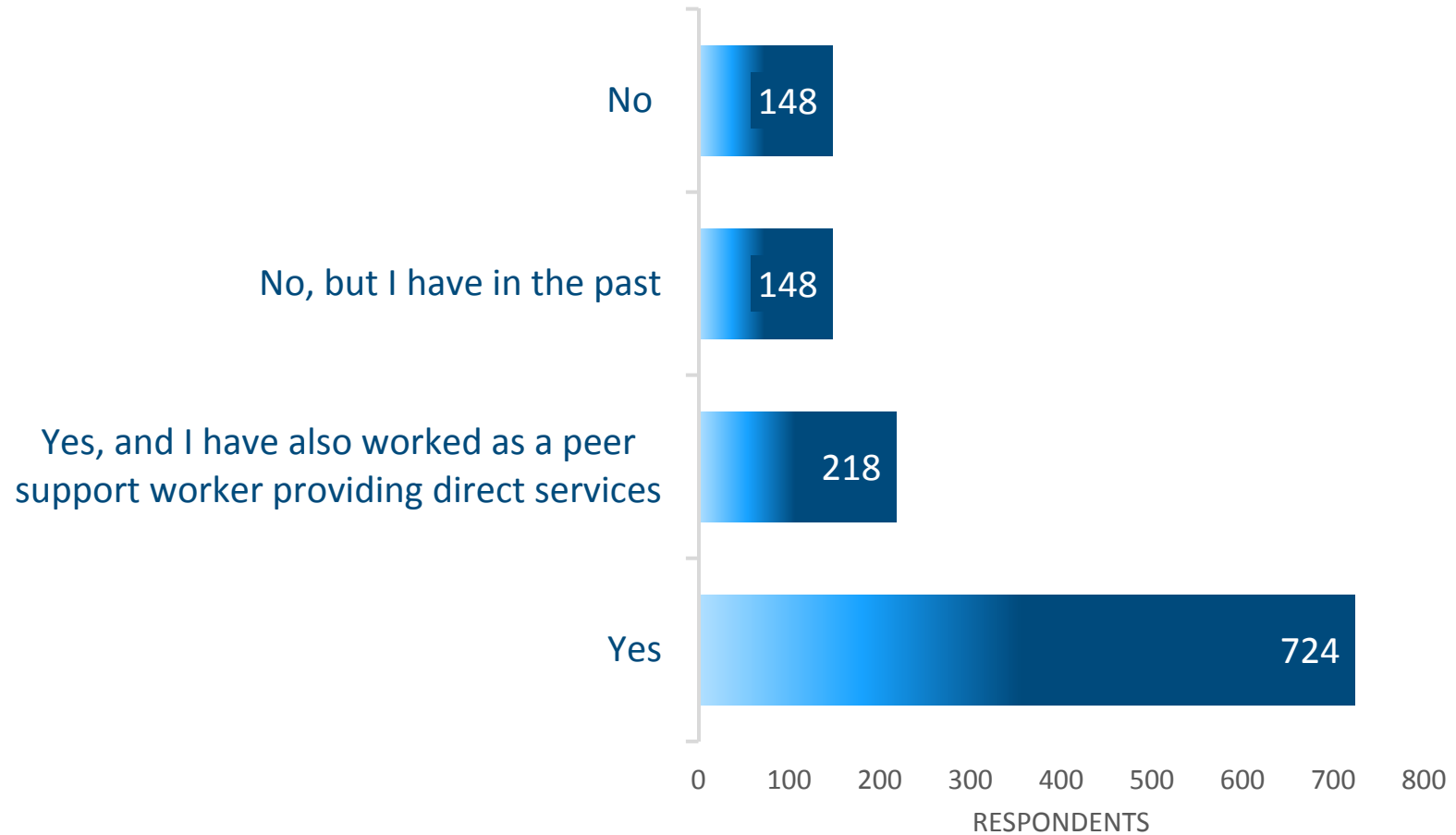


Survey Demographics

SECTION 1

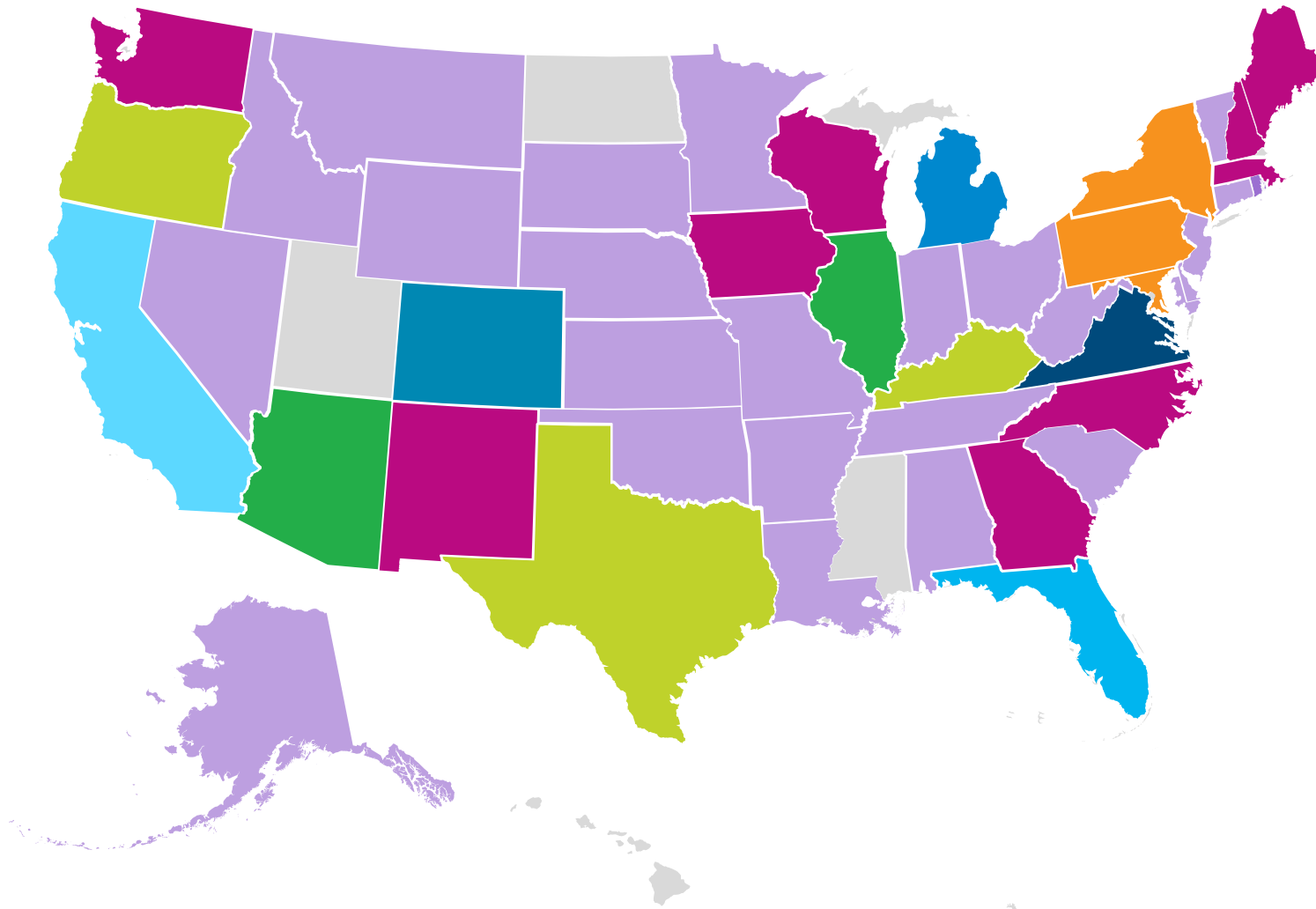
Survey Demographics/ Section 1

Do you currently supervise peer support workers?



Survey Demographics/ Section 1

Respondents by State

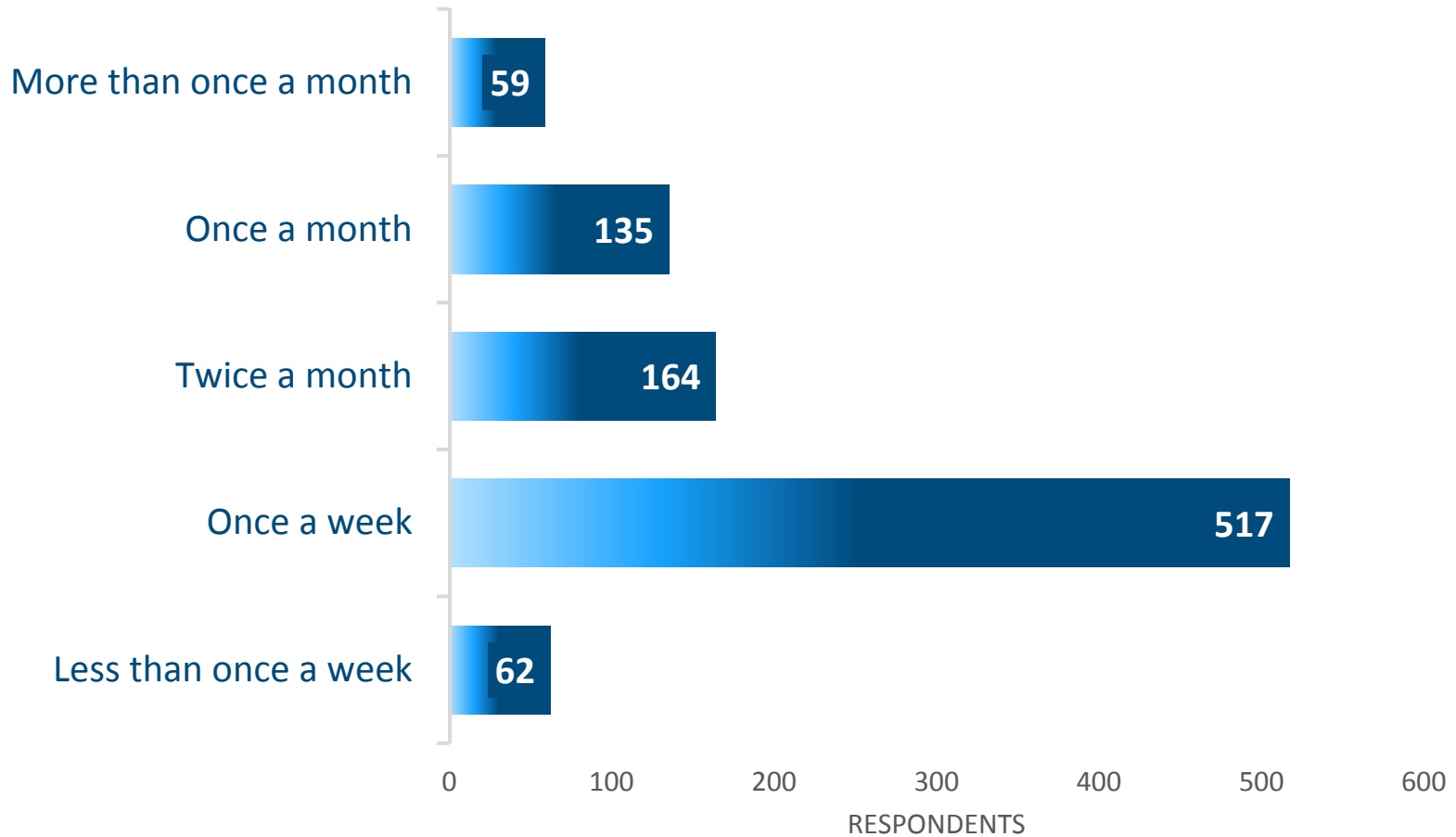


Top 5:
Michigan (109)
Florida (108)
Virginia (97)
California (79)
Colorado (52)

States with:
40 to 49 responses
30 to 39 responses
20 to 29 responses
10 to 19 responses
1 to 9 response(s)
O grey

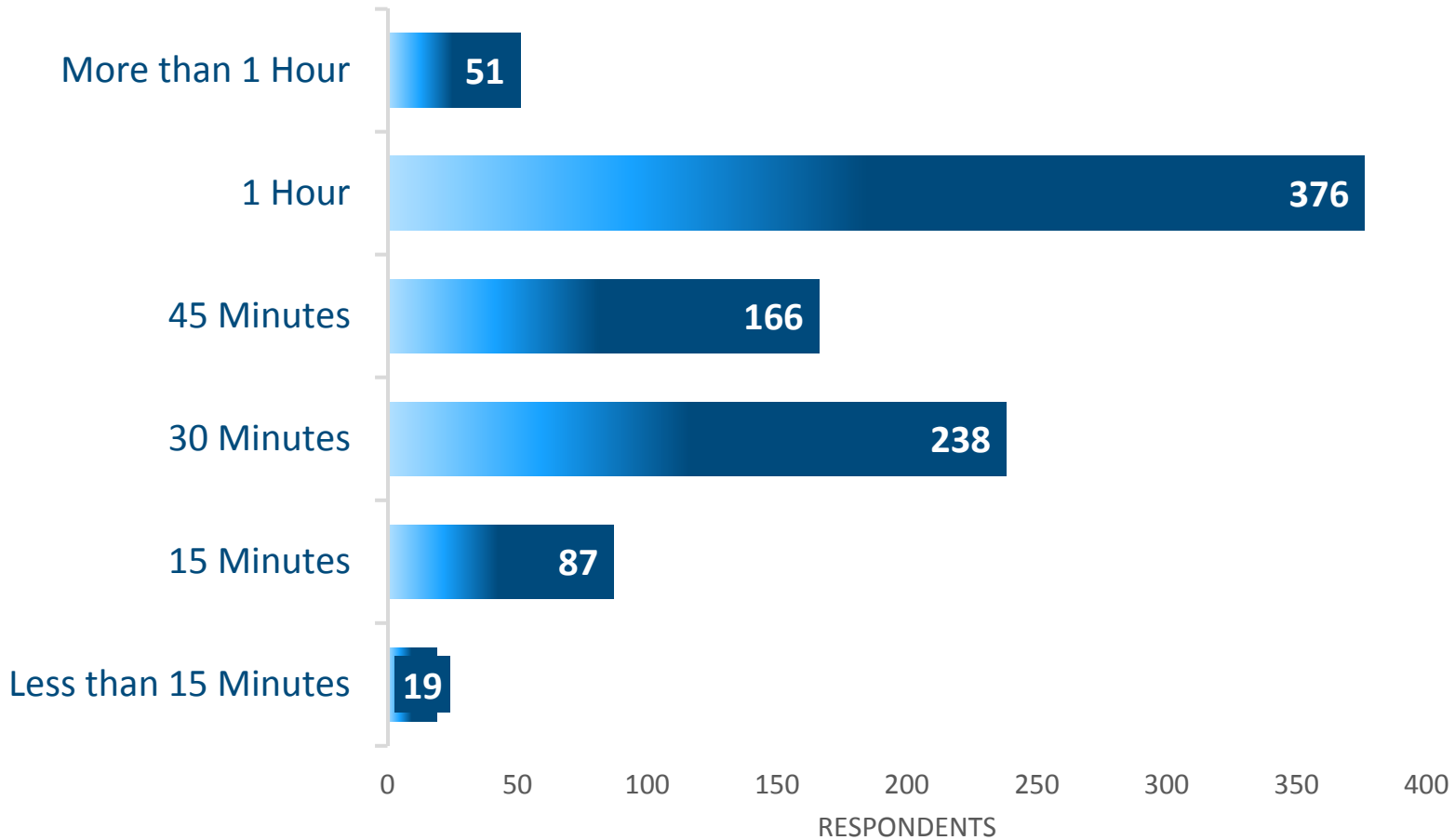
Survey Demographics/ Section 1

How often are you providing one-on-one supervision to peer support workers?

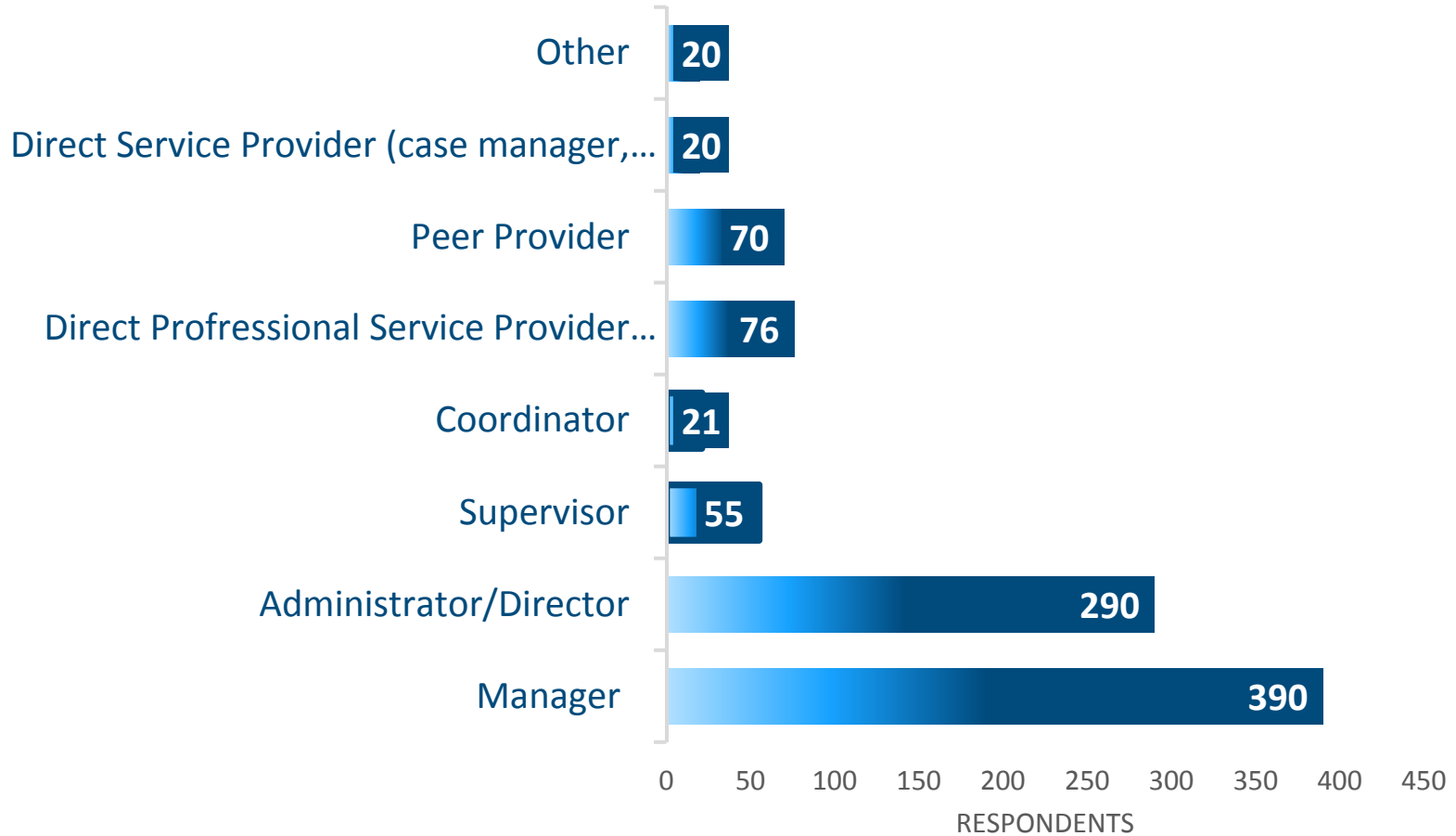


Survey Demographics/ Section 1

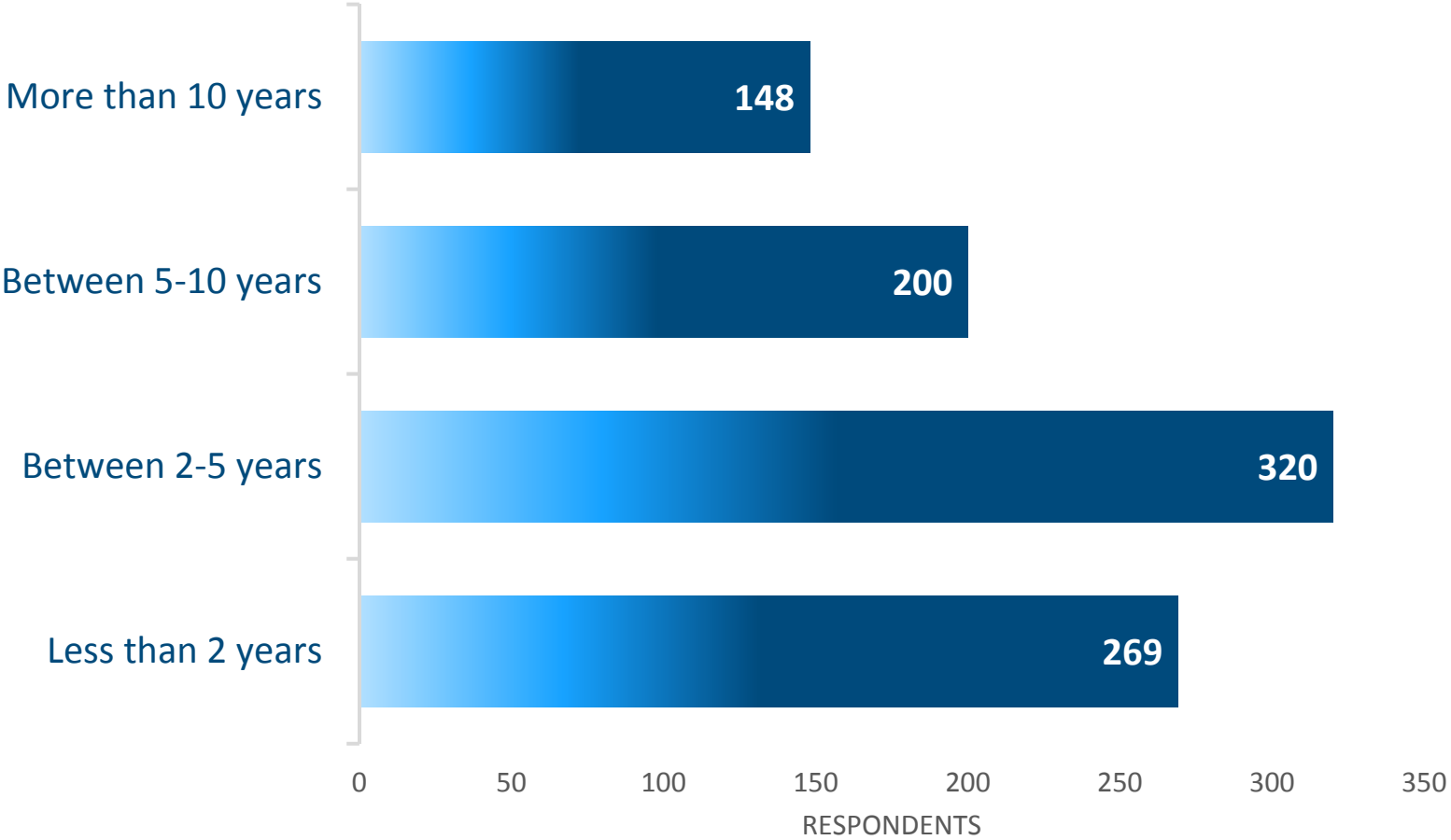
Typically how long are your supervision sessions with peer support workers?



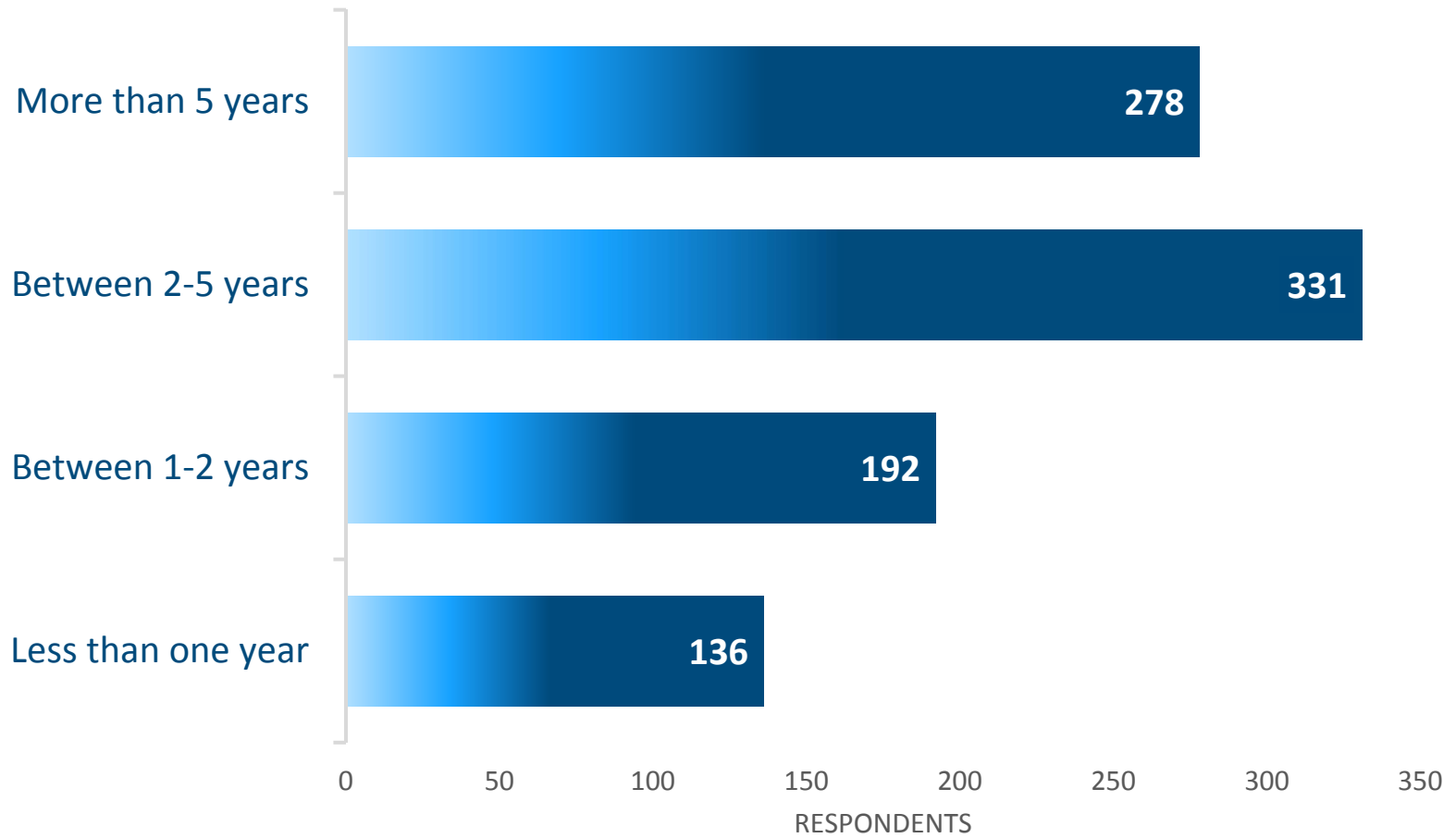
Survey Demographics/ Section 1
What is the job category that best describes your current position?



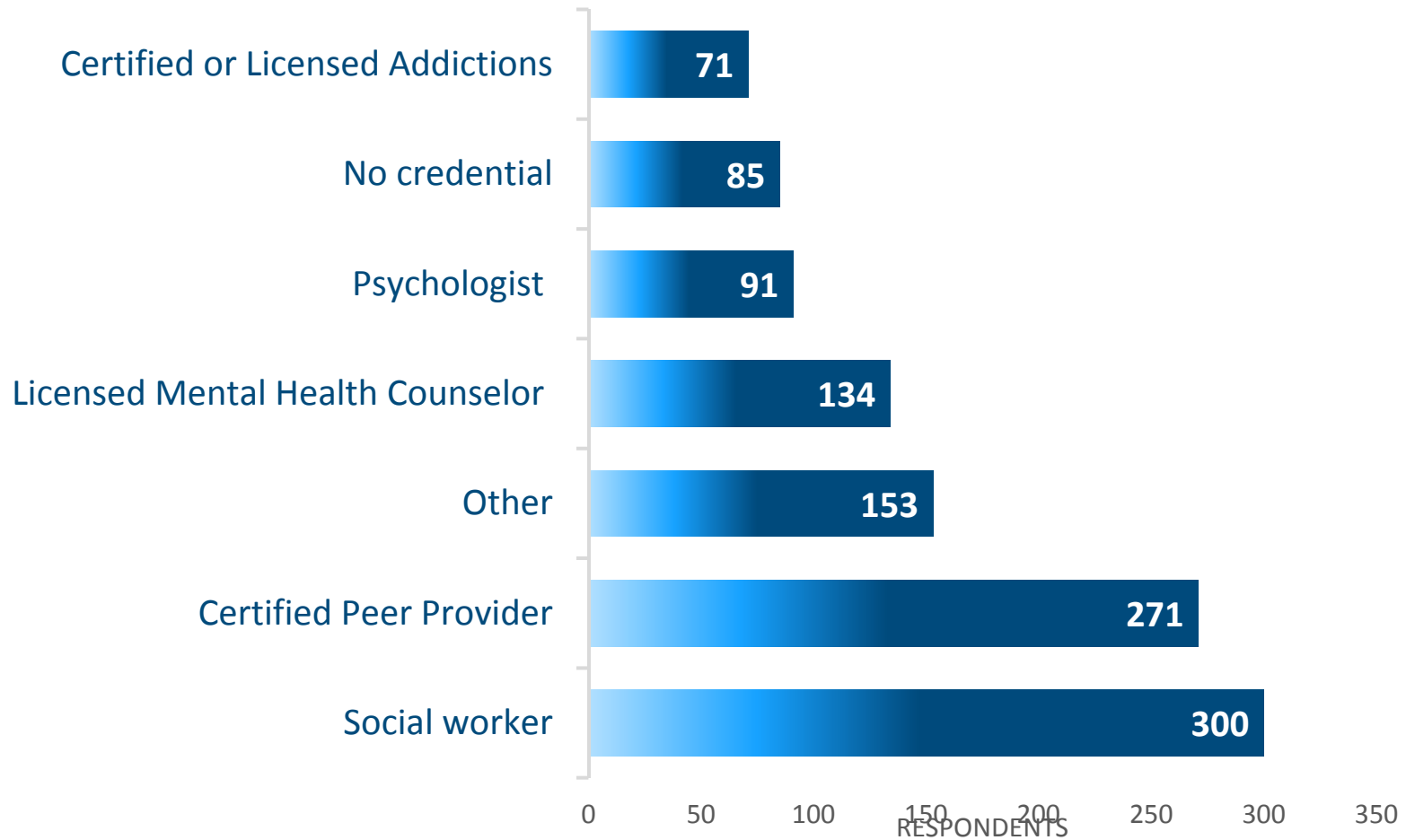
How long have you been in your current position?



How long have you supervised peer support workers?



Survey Demographics/ Section 1
What is your professional credential?



Survey Demographics/ Section 1
"Other" Category Description (153)



Master's Degree: 35

Bachelor's: 32

Nurse: 125

**Qualified Mental
Health Professional:** 14

Physician: 9

**Behavioral Health
Technicians:** 5

PHD: 3

**Certified Peer
Specialist Supervisor**

Juris Doctor (J.D.)

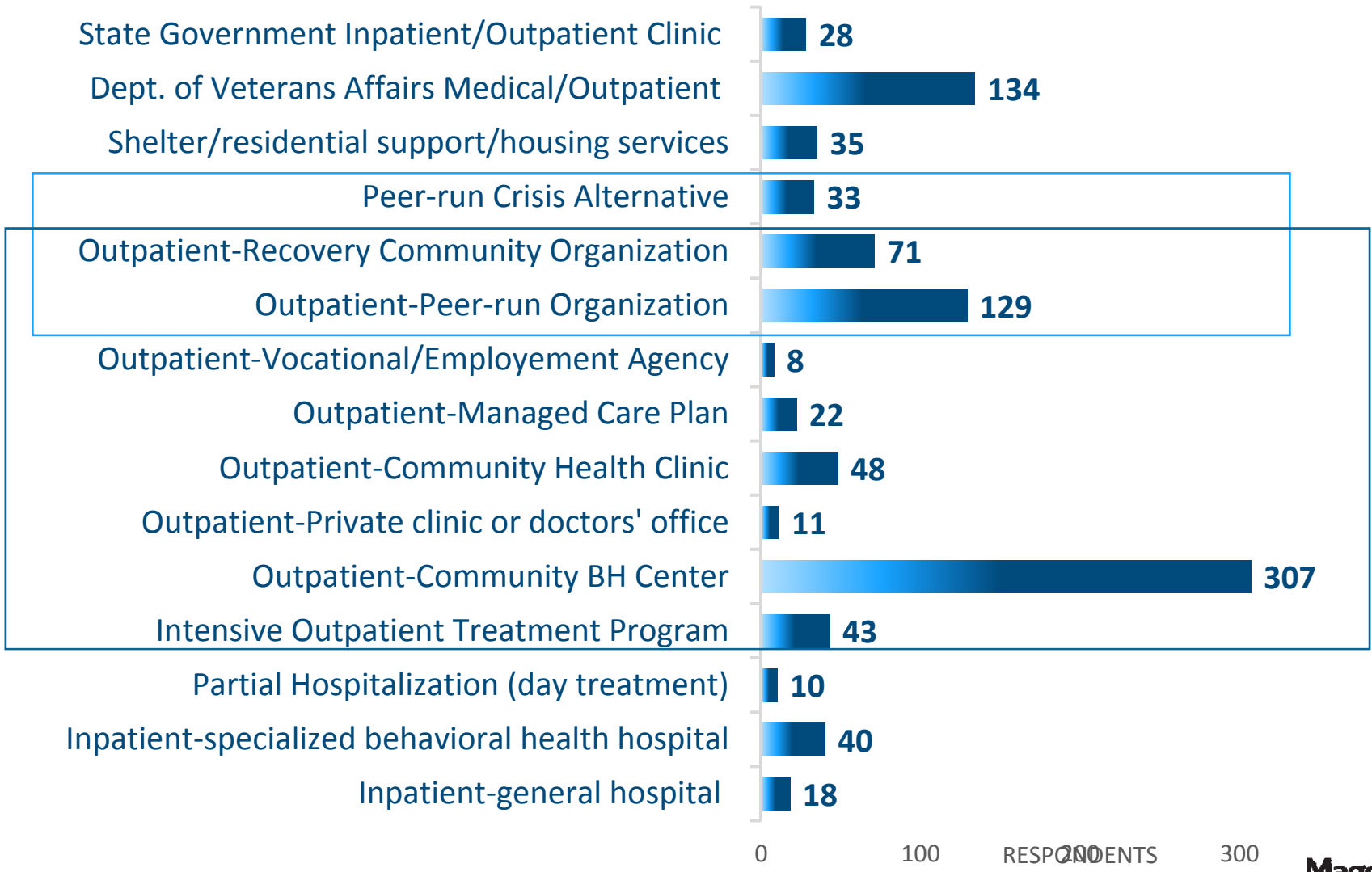
Pharmaceutical Chemist

**Certified Health
Education Specialist**

**Certified Therapeutic
Recreation Specialist**

Survey Demographics/ Section 1

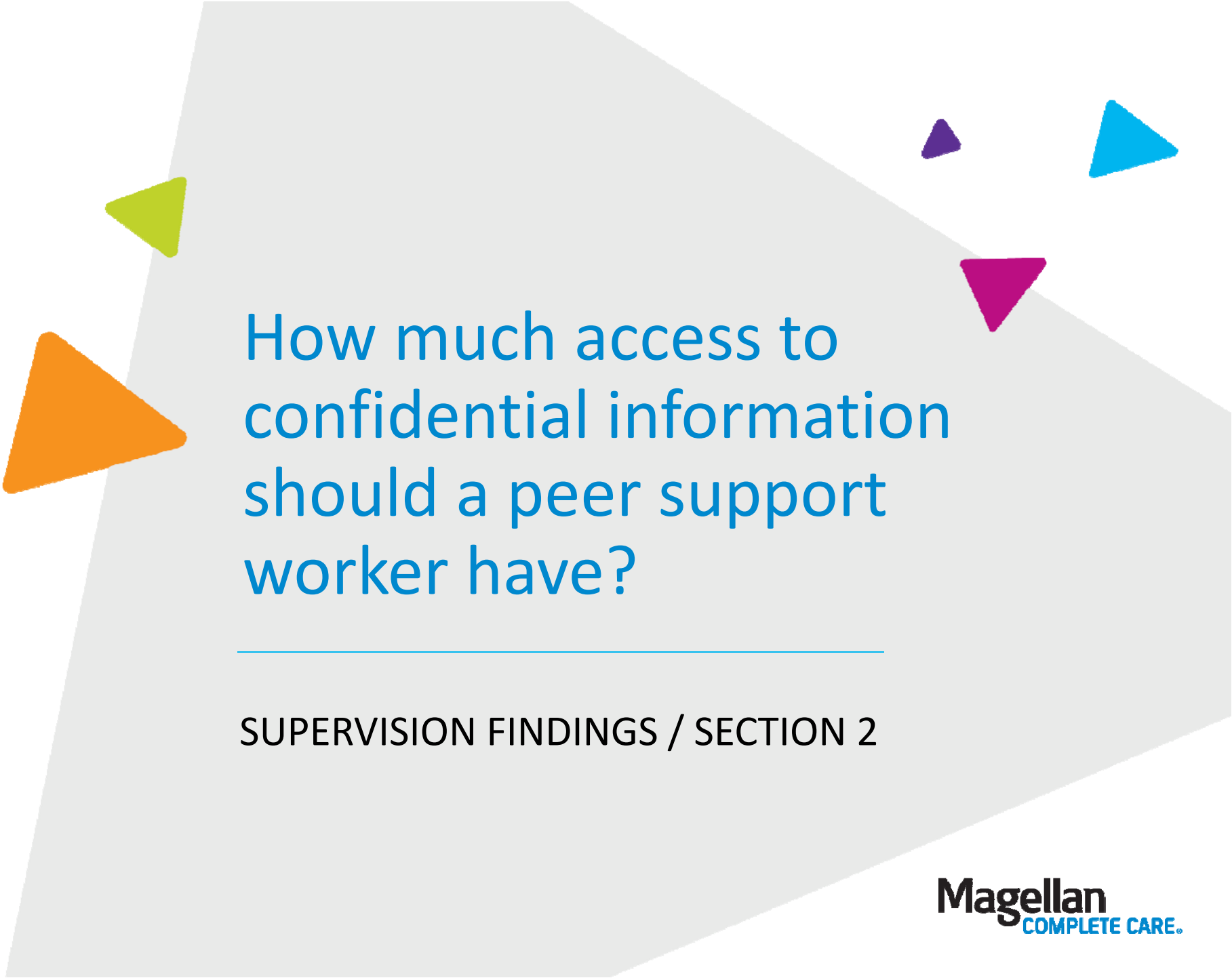
What is the best description of your work site type?



A large light gray trapezoidal shape is centered on the page. It is surrounded by several colorful triangles: a large orange triangle on the left, a smaller lime green triangle above it, a purple triangle at the top right, a cyan triangle to its right, and a magenta triangle below the purple one.

Supervision Findings

SECTION 2



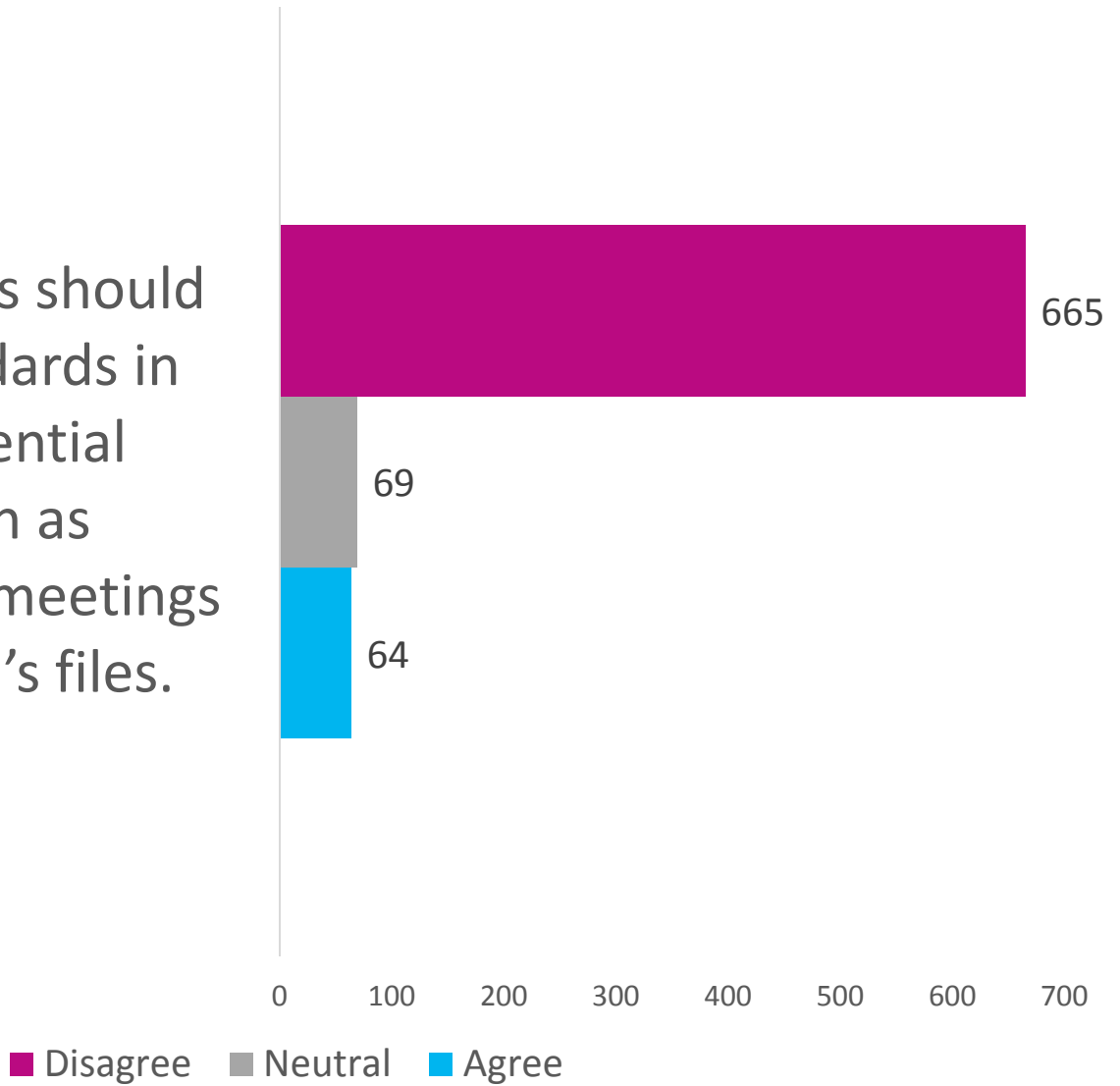
How much access to
confidential information
should a peer support
worker have?

SUPERVISION FINDINGS / SECTION 2

Supervision Findings/ Section 2

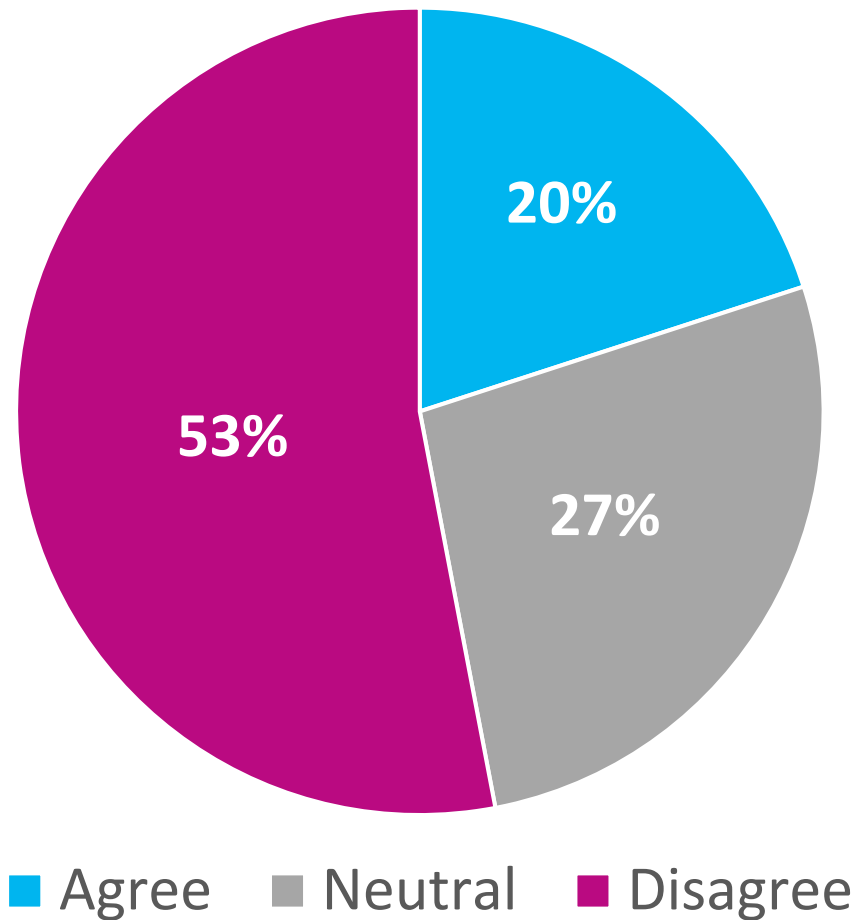


Peer support workers should have different standards in regards to confidential information such as participation in staff meetings and access to client's files.



Supervision Findings/ Section 2

Peer support workers are at a risk of relapse when they work in behavioral health settings.



Supervision Findings/ Section 2

Addressing Risk of Relapse

1

Mental health and substance use challenges are only relevant when job performance is impacted

2

Consistent performance standards and boundaries for staff

3

Talk about and promote self-care

- Looking for candidates to talk about their self-care in interview
- Discussed at every opportunity: team meetings, one on one supervision
- Supervisor modeling self-care

4

Wellness at work

- Supervisor models self-care and boundaries
- WRAP for work
- Giving space for challenging situations
- Employee Assistance Program (EAP)

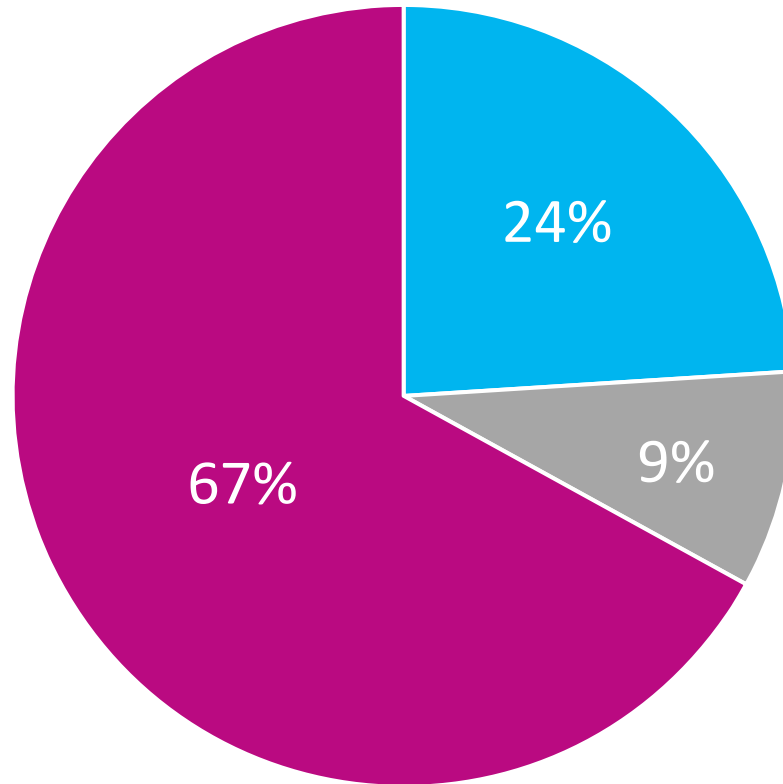
5

Document, document, document

- Performance concerns
- Attempts to accommodate, if any
- Failure of employee to meet agency standards

Supervision Findings/ Section 2

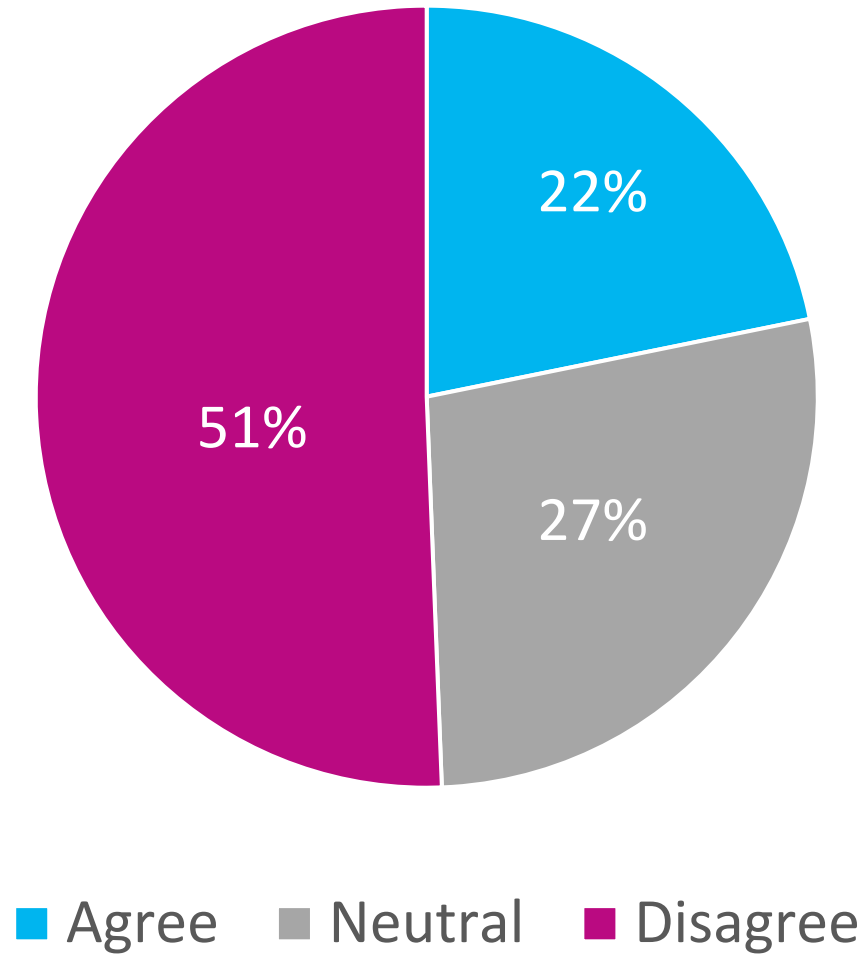
Peer support workers perform essentially the same duties as non-peer workers.



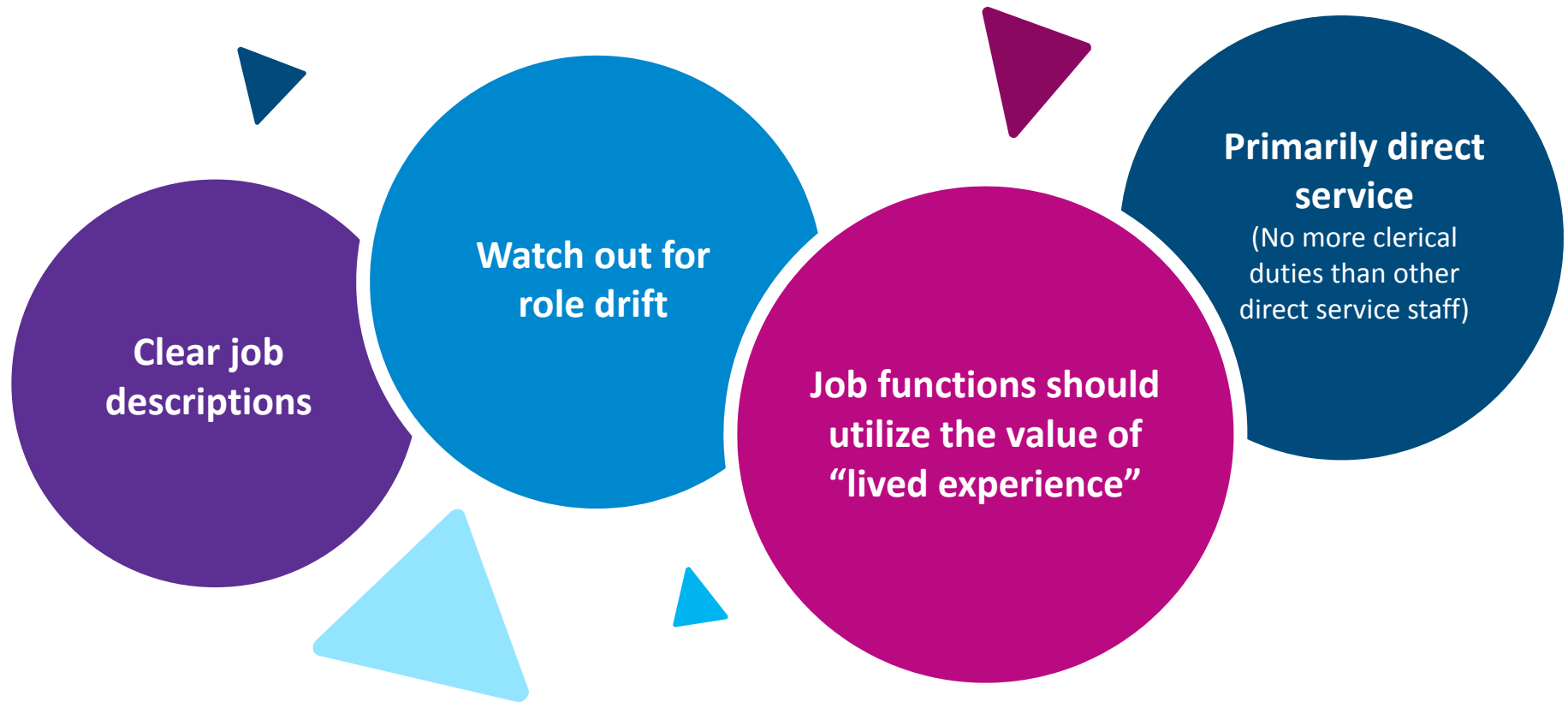
■ Agree ■ Neutral ■ Disagree

Supervision Findings/ Section 2

Non-clinical tasks such as driving, running errands, and filing paperwork are appropriate roles for peer support workers.



Supervision Findings/ Section 2 Duties of Peer Support Workers

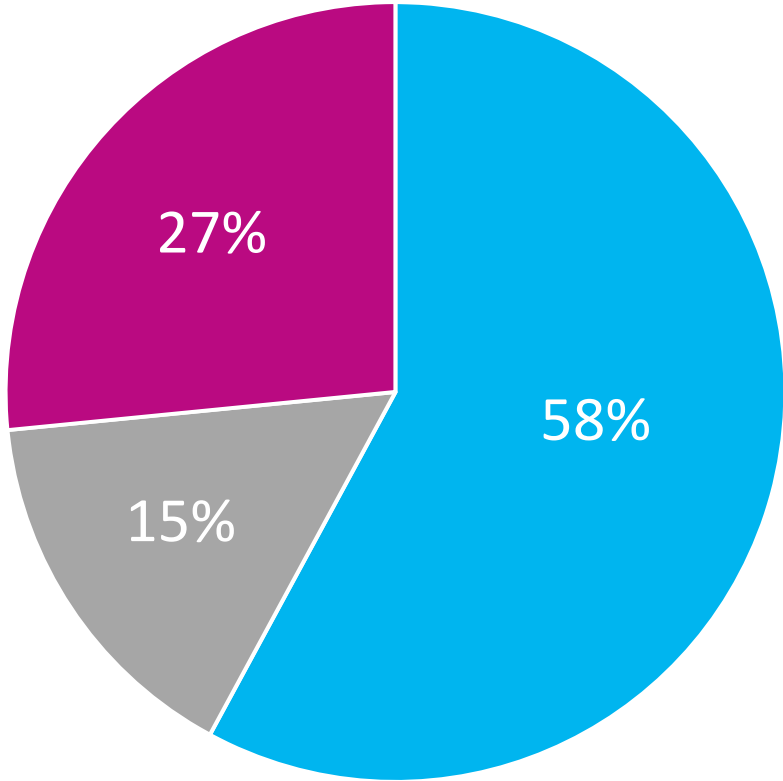


The primary role of peer providers is to promote and support the recovery of their peers no matter where they are assigned to work or what they are expected to do.

LARRY FRICKS, 2016

Supervision Findings/ Section 2

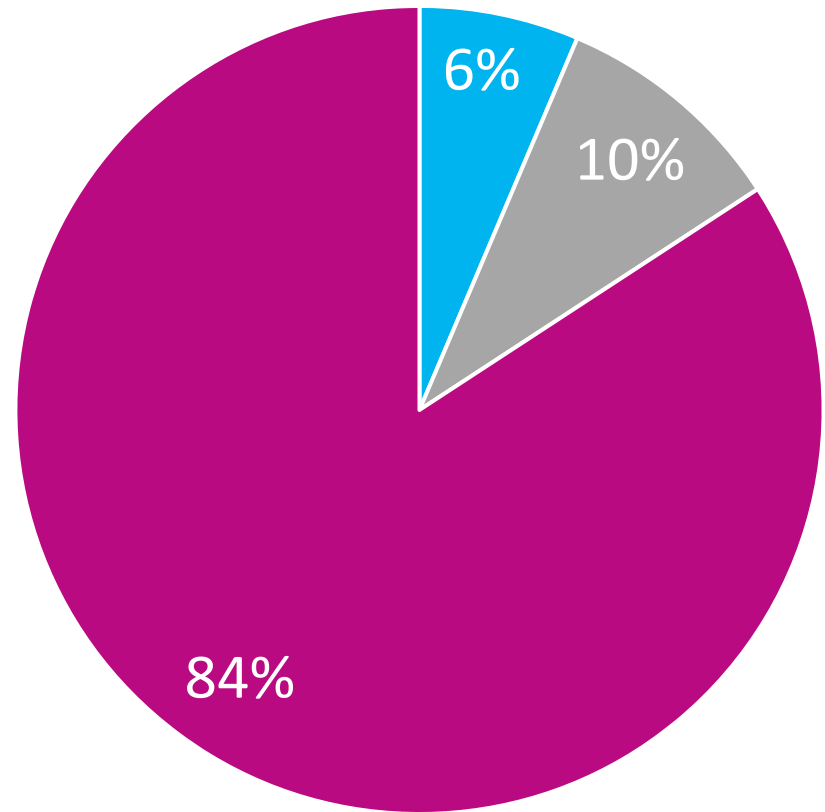
Stigmatizing attitudes and policies towards workers with behavioral health conditions is not an issue in my workplace.



■ Agree ■ Neutral ■ Disagree

Supervision Findings/ Section 2

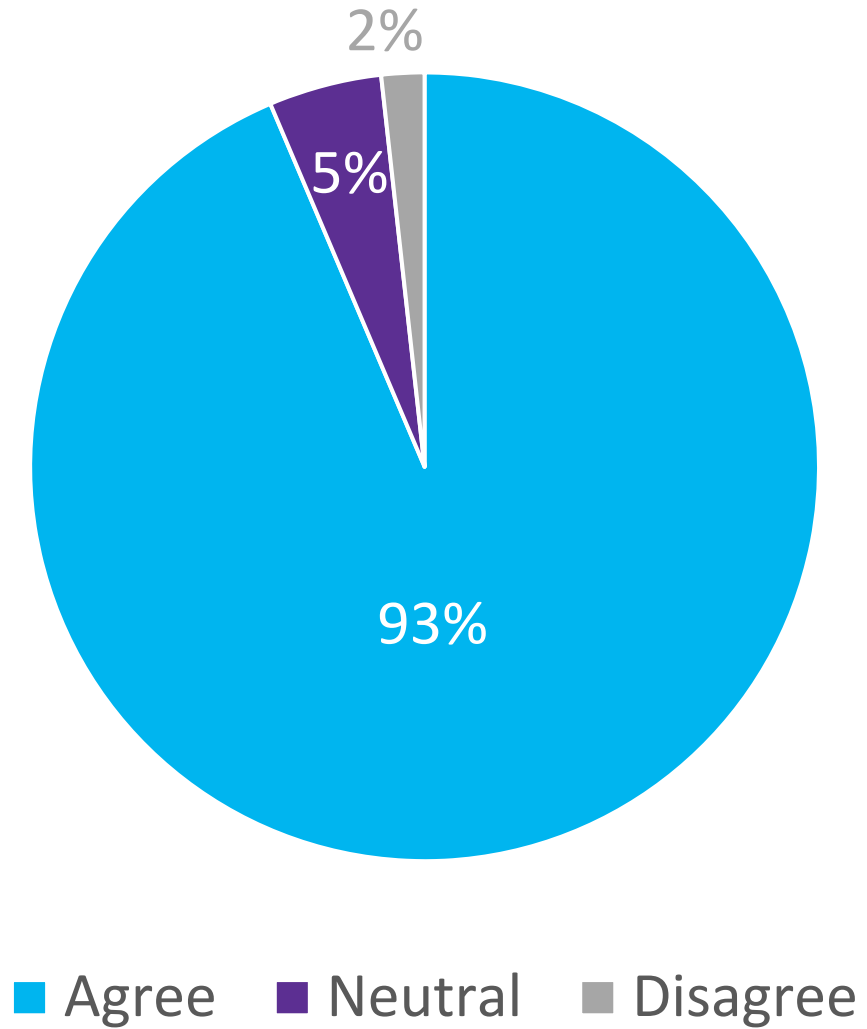
There is little relation between the employment of peer support workers and an organization's recovery orientation.



■ Agree ■ Neutral ■ Disagree

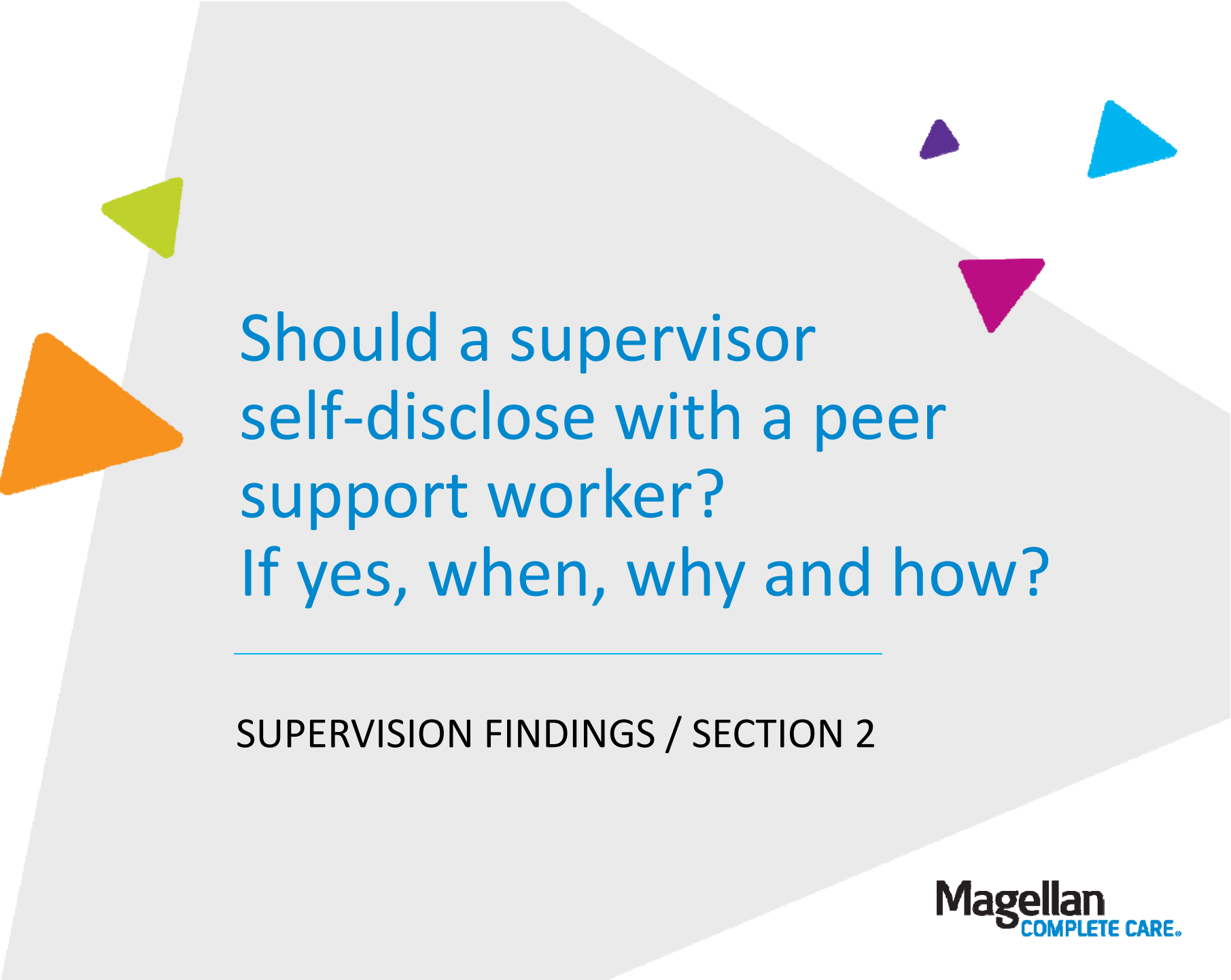
Supervision Findings/ Section 2

Supervisors of peer support workers are responsible to advocate for the role of peer support workers within the organization and the work team.



Supervision Findings/ Section 2 Supervisors Role in Promoting Recovery in the Workplace





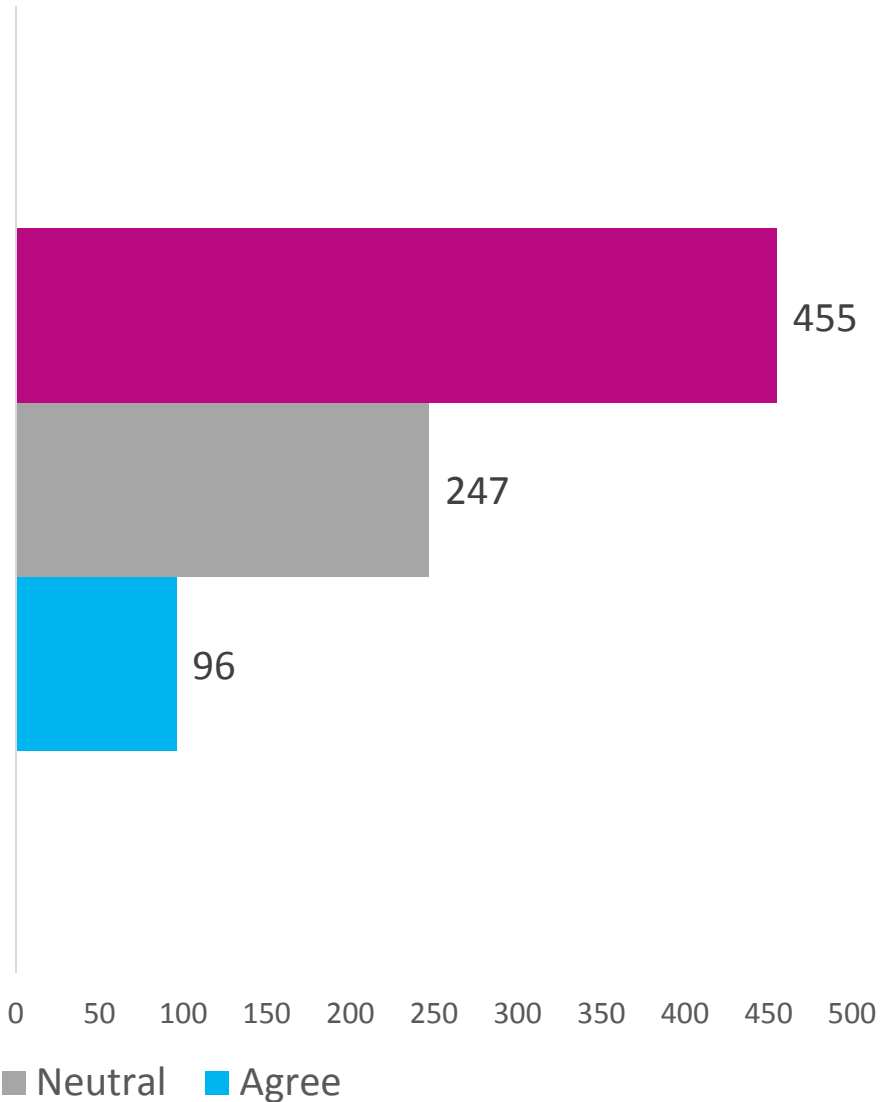
Should a supervisor
self-disclose with a peer
support worker?
If yes, when, why and how?

SUPERVISION FINDINGS / SECTION 2

Supervision Findings/ Section 2



A supervisor should not self-disclose with a peer support worker.





What topics would you like
to learn more about?

IMPLICATIONS / SECTION 3



1 Experience

Wide range of experience
65% 2 or more years

2 Attitudes & Practice

Stigma
Disclosure
Leadership

3 Growth

States
Work type sites
of supervisors

4 Don't know..

Training
Lived Experience

IMPLICATIONS/ SECTION 4
Resources



1 INAPS Peer Supervision Resources

Inaops.org/supervision

2 Peer Support Coalition of FL

peersupportfl.org/employer-resources/

3 Magellan Resources.

Magellanhealth.com/training

4 SAMHS/HRSA Webinars

Integration.samhsa.gov

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THANK YOU!

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