



Peer Leadership

From screening to supervision

Mirna Herrera, MA, MTBC

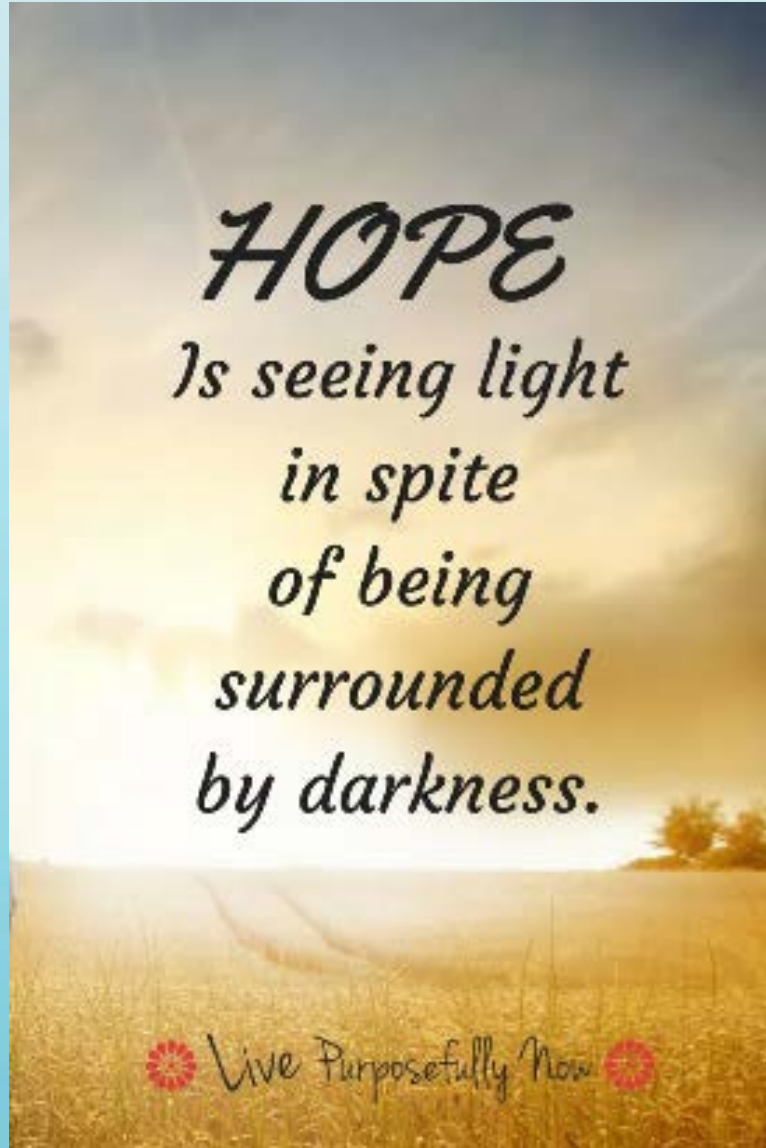
Peer leader, trainer, and presenter

Truman Medical Center- Behavioral Health

Presentation Topics

- Peer support specialist-definition
- Candidate search
- Phone screening
- Interviews
- Shadowing
- Q & A Break
- First meeting
- Trainings
- Boundaries
- Supervision: Empowering vs enabling
- Calling in
- When/if crisis happens
- Q & A

The power of lived experience



- The power of lived experience
 - Because of their lived experience, peer specialists have expertise that professional training cannot replicate
- Bearing hope

What do peer specialists do?

Essential tasks:

- Assist in setting recovery goals
- Identifying new coping skills through modeling and self-help strategies based on the specialist's own recovery experience
- Assist with community resources
- Supporting with the treatment process
- Advocating for them as well as assisting them to advocate for themselves





Resume search

- Resumes can be deceiving
 - Main requirement: to have a lived experience with a mental health diagnoses and/or substance use.
- Experience preferred but not necessary.
- Employment history may be limited- but that could be a good sign

Tip: call all applicants



Phone screening- asking the right questions

- Explain peer support
- Ask if they can identify
- Reassure that it's a safe to talk about their recovery
 - It shows readiness to be peer specialists since sharing their story is how they help others.





The interview

Questions to ask

- How do you define peer support?
- How do you define recovery?
- How can your story give hope to others?
- How do you know that you're ready to work?
- How do you empower peers?
- How do you build rapport with a peer?
- What would you do if a peer asked you for a \$5?

Signs of a good candidate

- Openly talk about their recovery story
- They are at a place in their recovery where their story can help empower others
- They understand the role of peer support
- They are not afraid to set boundaries
- They are eager to help others
- They know when they need help and they know how to ask for help

Shadowing – Game changer

- Asking a candidate to shadow a peer specialist for a day and/or lead a group will distinguish the good from the great.
- While not all agencies may allow this, finding a way to allow a candidate to shadow will make a huge difference
- After shadowing ask peers, peer specialists, and candidates about their experience.



Break



First meeting with a new hire

- Encourage open communication
 - It's a safe place
- Ask about triggers
- Talk about WRAP (Wellness Recovery Action Plan)
- Clear expectations
 - Review code of ethics
- Hours
 - Give the option to slowly increase hour into full time/required hours
- Employment goals:
 - Reassure that the supervisor is there to help them achieve their goal

Trainings

- Appropriate trainings
 - Trauma informed trainings
 - (e.g. suicide prevention trainings)
 - Simulations
- Mentoring
 - based on employment goals
- Documentation:
 - May require additional/ individualized trainings for clinical language as it relates to billing
- Resources
- Peer Certification



Boundaries- a discussion on empathy

- Due to the helping nature of peers and empathy, boundaries can easily get blurred.
- During coaching focus on empowering vs. enabling to discuss boundaries
- Compassion fatigue may be a result of setting boundaries- talk about the importance of self care

DARING TO SET BOUNDARIES
IS ABOUT HAVING THE
COURAGE TO LOVE
OURSELVES EVEN WHEN
WE RISK DISAPPOINTING
OTHERS.

-BRENE BROWN

Empathy is about
connection;
sympathy is about
separation.

-Brené Brown



Supervision

Empowering vs. Enabling



We
cripple
people who are
capable of
walking
because we choose to
carry
them. -christie williams

Calling in

Why open communication is important

- Sometimes coming to work promotes self care despite not feeling well
- Plan for self care/ coping skills while at home
- Resources for self care
- Stress management
- If calling in sick is increasing:
 - Professional help
 - Refer back to WRAP

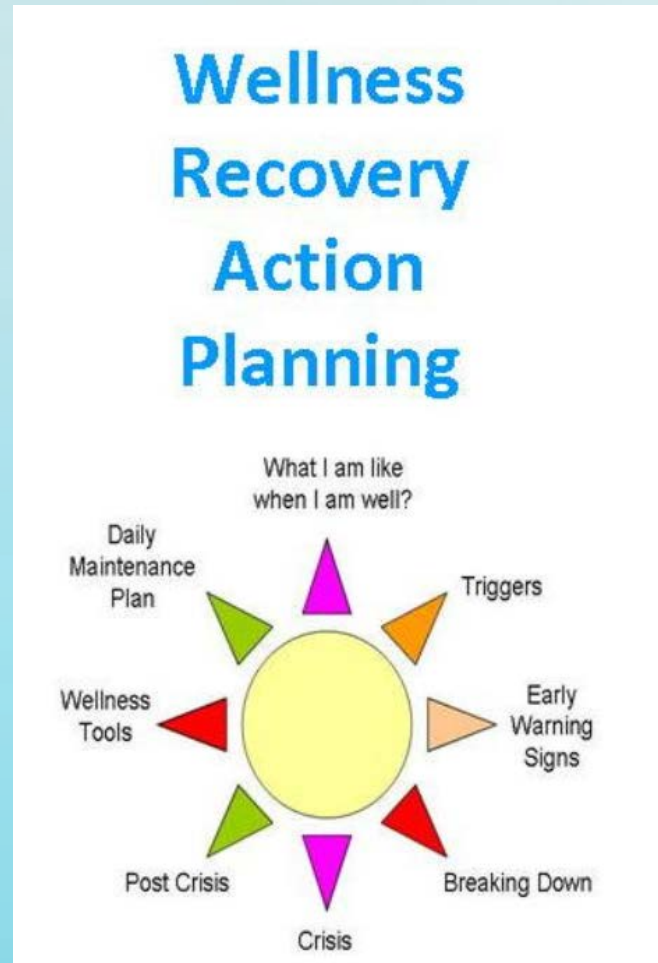


*It's perfectly
valid to take a
mental health
day*

When/If crisis happens

Why WRAP is important:

- Triggers
- Early warning signs
- What to do
- Who to call
- Decreases possibility for a crisis



Why open communication is important:

- Prevent full on crisis
- Supportive
- Offer resources
- Prevents high turn over

Thank you





Thank you!

Email: Mirna.Herrera@tmcmmed.org

Phone: 816-404-5908