



Mountain Plains ATTC (HHS Region 8)

ATTC

Addiction Technology Transfer Center Network
Funded by Substance Abuse and Mental Health Services Administration



Peer Specialist Supervision Basics Part 1 Webinar

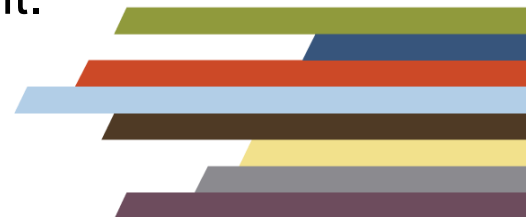
Presented by Lana Mahoney, BA, CPS, Executive Director, Recover Wyoming



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ACKNOWLEDGEMENTS

This presentation was adapted from:

The DIMENSIONS: Peer Support Program Toolkit

University of Colorado Anschutz Medical Campus, School of Medicine,
Behavioral Health and Wellness Program

June 2015

Cynthia Morris, PsyD; Lindsey Banning, PhD; Sara J. Mumby, BA; Chad D.
Morris, PhD

Pillars of Peer Support Services Summit Six: Peer Specialist Supervision

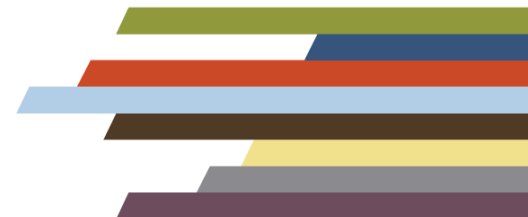
The Carter Center- Atlanta, GA

October 2014

<http://www.pillarsofpeersupport.org/POPS2014.pdf>

Peer Supervision ToT

ATTC Training of Trainers (ToT) for Peer Supervision- Training Curriculum

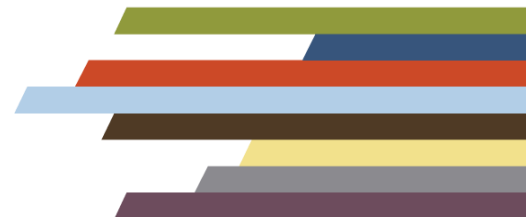


Lead Facilitator

LANA MAHONEY

Recover Wyoming, Executive Director

Certified Peer Specialist, Mastery & Forensic Endorsements

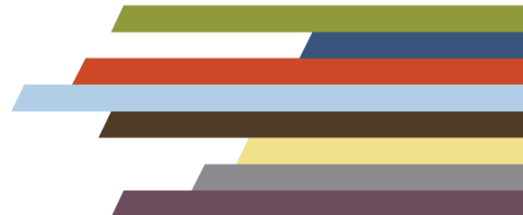


Helping one
person might not
change the whole
world, but it could
change the
world for
one person.

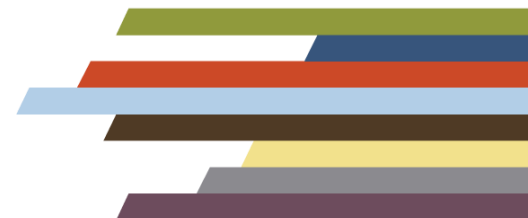


"We rise
by lifting
others."

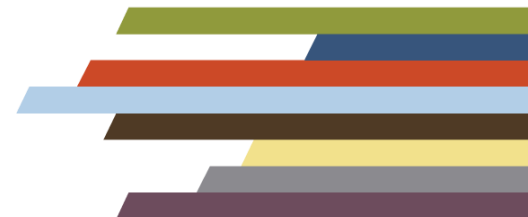
-Robert Ingersoll



POLL



EFFECTIVE SUPERVISION IS ARGUABLY
THE MOST IMPORTANT ASPECT OF
SUSTAINING A PEER SUPPORT PROGRAM.



EFFECTIVE SUPERVISION & IT'S IMPACT

IT'S
IMPORTANT
THAT
SUPERVISORS:

Are well versed in the nature & benefits of Peer Support

Model recovery philosophy & incorporate values in Peer roles

Understand & support the philosophy of recovery management and recovery-oriented systems of care (ROSC)

Provide ongoing education/ training/ coaching

Comprehend the SUD/ OUD Peer recovery role

Advocate to maintain meaningful roles

Hold Peers Accountable to Recovery Values

STRENGTHS- BASED, PERSON- CENTERED SUPERVISION



Creates a safe atmosphere to give & receive feedback



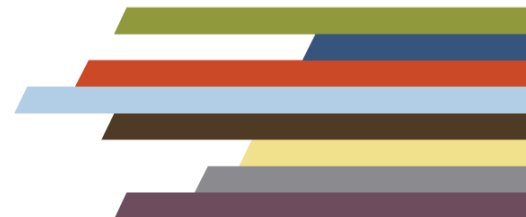
Encourages & welcomes engaged feedback



Facilitates self-reflection



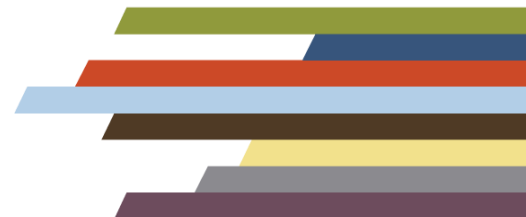
Utilizes a strength-based approach to give recognition and praise



TYPES OF PEER SPECIALIST SUPERVISION:

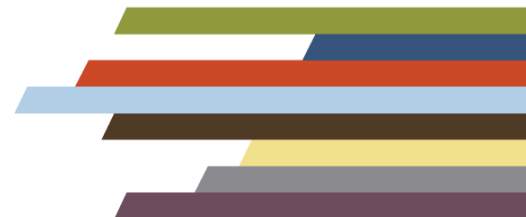
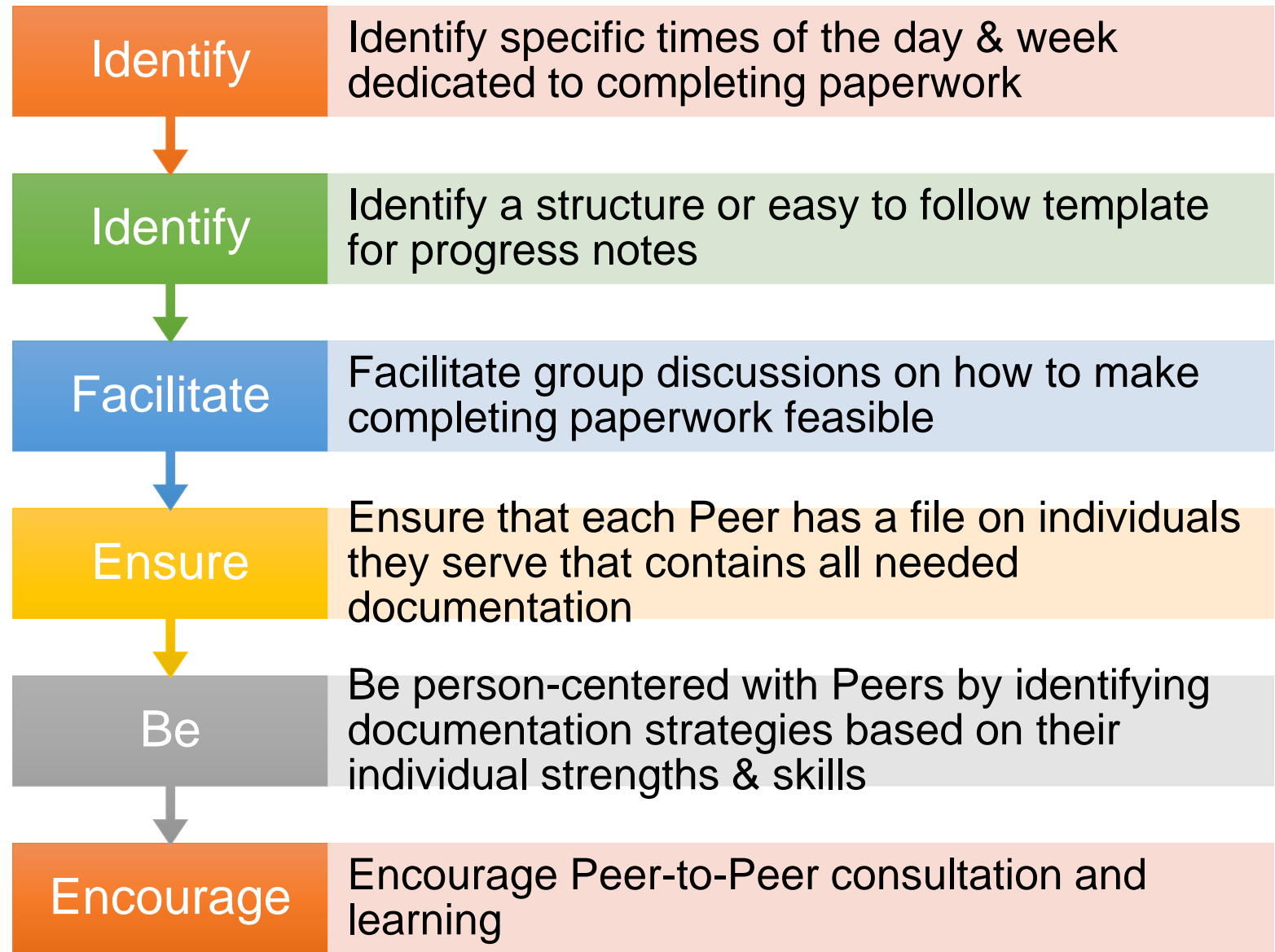
Administrative (Task-Oriented) Supervision

- Focused on administrative tasks.
- Focuses on providing the Peer Specialist with practical information and tools needed to successfully perform their roles.
- Such information may include: documentation, progress notes, task lists, timesheets, performance reviews, etc.



ADMINISTRATIVE/ TASK-ORIENTED SUPERVISION

PEER SUPPORT DOCUMENTATION: SUPERVISOR TIPS

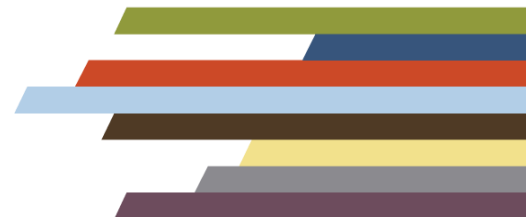


TYPES OF PEER SPECIALIST SUPERVISION:

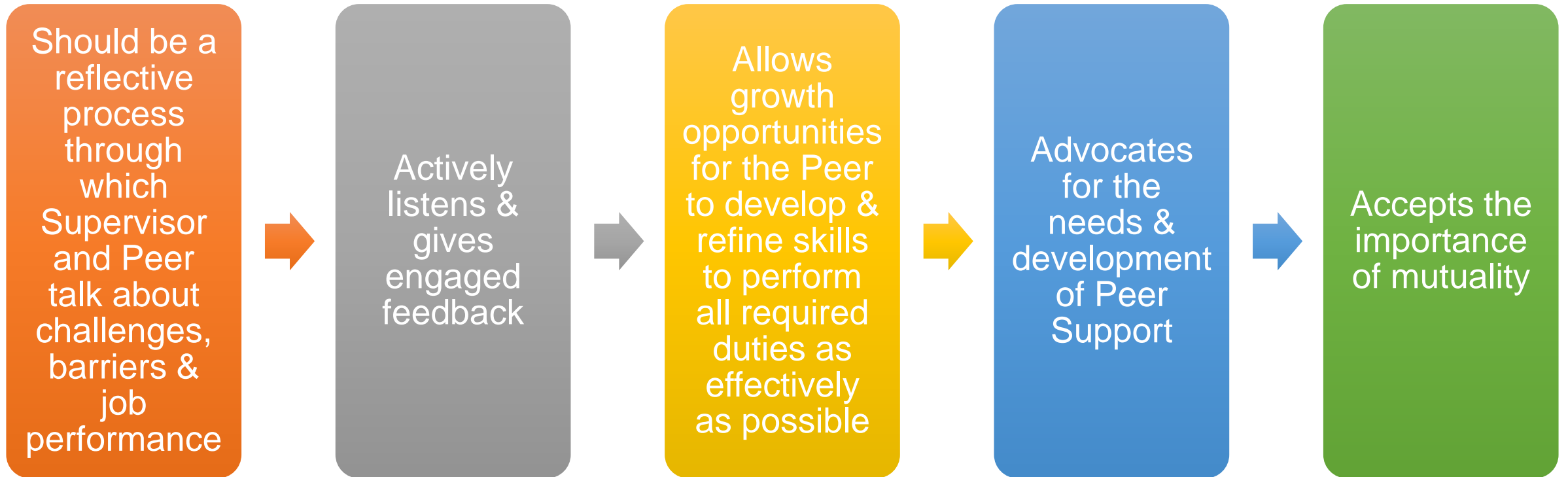


Process-Oriented Supervision

- Focused on providing support, primarily emotional support in a reliable, consistent manner.
- Allows the Peer Specialist to explore their personal reactions to their work, gain an understanding of their experience, and develop new approaches.
- This should be done in the context of the working relationship and should not be confused with personal therapy.



PROCESS-ORIENTED SUPERVISION SHOULD BE SUPPORTIVE



PROCESS- ORIENTED SUPERVISION

SHOULD BE REFLECTIVE

Assumes Practitioners will experience emotional triggers as a part of the work

Facilitates stepping back from the immediate hands-on work; taking the time to explore meaning behind behavior using reflective questions as a guide

Builds on Peers use of their thoughts, feelings & values that are experienced within a client/peer encounter

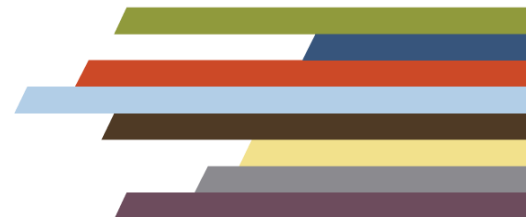
Compliments goals & practices of Trauma Informed Services

Requires a foundation of honesty & trust

Goal is to create an environment that supports the Peer's best thinking

Characterized by safety, calmness and support

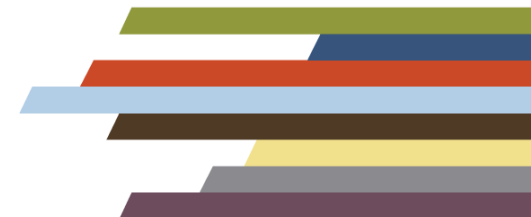
Supervisor supports Peer in reaching solutions about next steps, as opposed to directing the Peer's next steps



TYPES OF PEER SPECIALIST SUPERVISION:

Supervision of Supervision

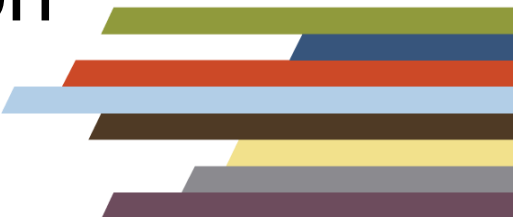
- May be useful for supervisors of Peer Specialists, particularly those new to the field, to share and process their supervision experience.
- A valuable tool that allows supervisors to identify problematic assumptions and patterns that interfere with the provision of quality supervision.





SUPPLEMENTS TO TRADITIONAL SUPERVISION

The following **Supervision Models** present opportunities & strategies for growth, leadership development & retention of Peer Staff:

- Group Supervision
 - Peer Supervision
 - Co-Supervision
- 



GROUP SUPERVISION

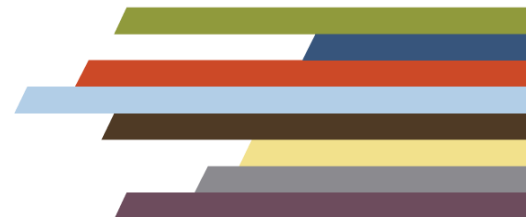
- Provides an opportunity for a Supervisor to efficiently disseminate information, nurture cohesiveness, and create a shared vision for Peers
- Provides opportunities for sharing experiences & knowledge
- Can use role-playing to discuss situations & responses
- A Group Supervision Tips Tool (see *resources*) provides some recommendations for conducting effective Group Supervision sessions





PEER SUPERVISION

- “Many people maintain that only experienced Peer staff can provide appropriate Supervision to new Peer Staff”
- Experienced Peers may benefit from opportunities to have additional managerial training
- Experienced Peers can be positioned to serve in a leadership capacity with the organization





CO-SUPERVISION

In this model:

- Peers meet regularly to collectively fulfill the Supervisory role
- No formal Supervisor is present
- Peer staff work as a group to assume responsibility for discovering, addressing & following up on their professional strengths and challenges in a mutually beneficial way
- Among other benefits, Co-Supervision expands the potential for critique as well as for acquiring a broad perspective on approaches for providing Peer Support



QUALITIES OF A STRONG SUPERVISOR



Is compassionate, supportive, transparent, and inclusive.



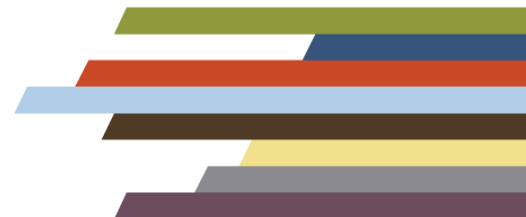
Empowers- (make sure peers have a voice).



Sets appropriate boundaries- (effective use of story).



Follows up- (Are people taken care of? Are they feeling heard?)



QUALITIES OF A STRONG SUPERVISOR



Be intentionally inclusive with all staff
(include cross-perspectives at the table).



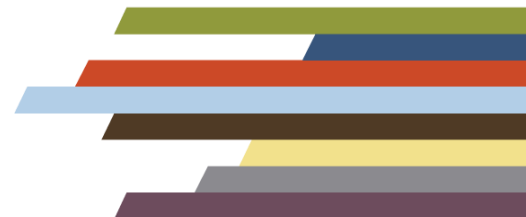
Ensure peers are at every table.



Allow peers to lead cultural competency
training (and promote a culture of recovery).



Promote, encourage, and implement cross-
discipline conversations.



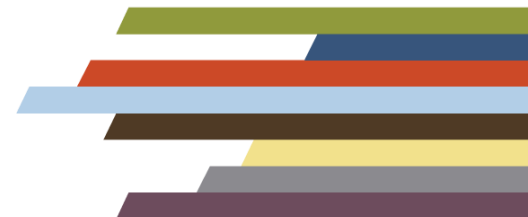


Peer Specialists are essential to the treatment team.

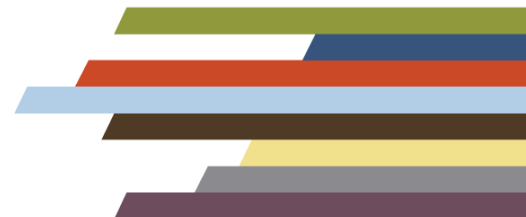
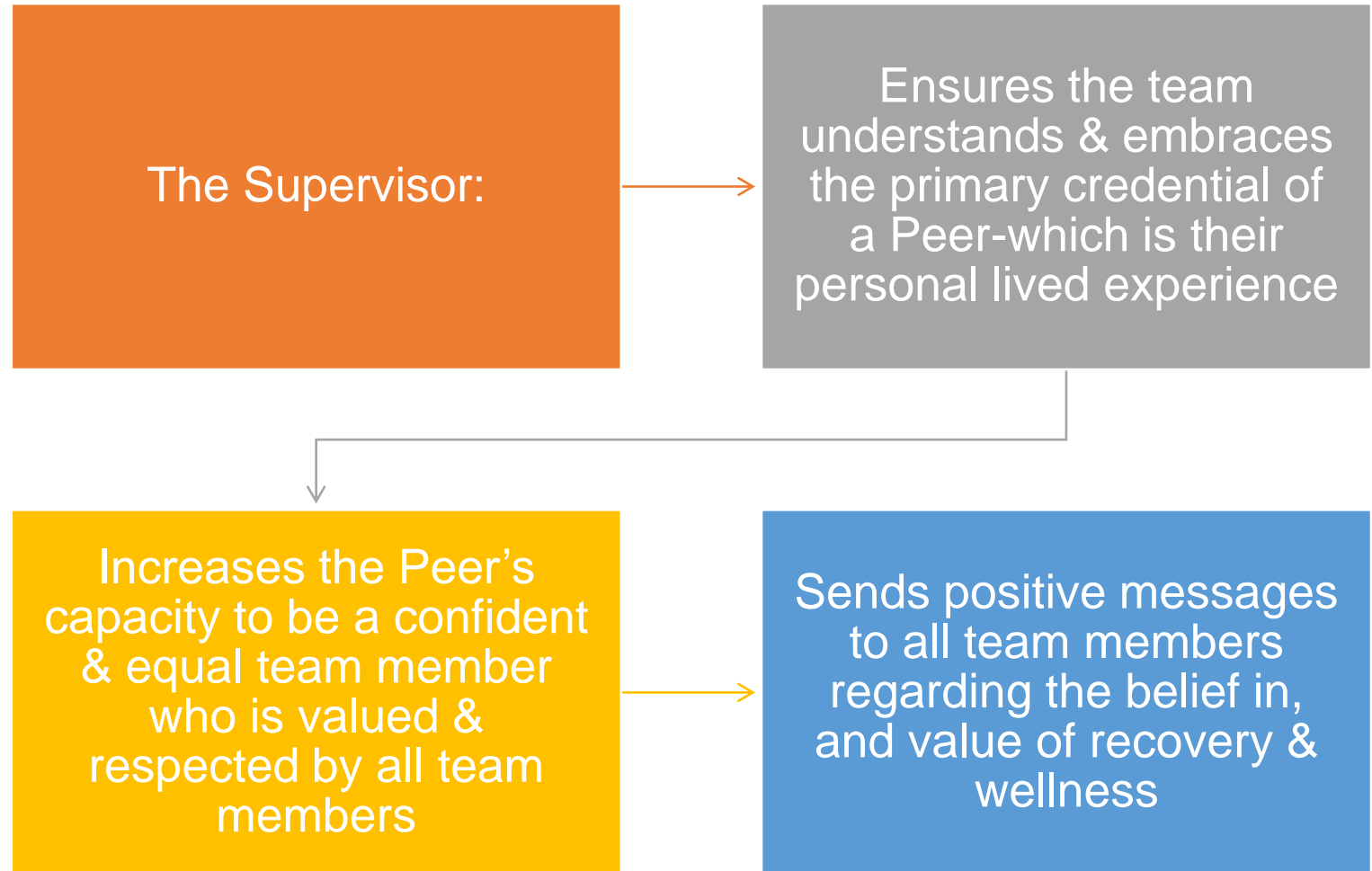
Peer Specialists are essential to the recovery philosophy as much for the team as for the person in recovery.

The Peer Specialist can often provide unique insight based on their own lived experiences to advocate for the people they serve.

PEER SPECIALISTS-FULLY INTEGRATED MEMBERS OF THE TREATMENT TEAM

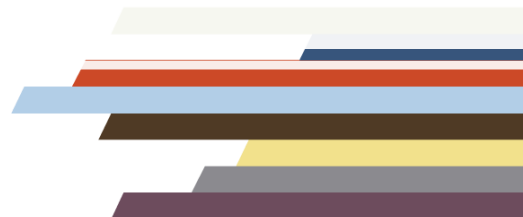


SUPPORTING THE ROLE OF PEER SUPPORT WITHIN A TREATMENT TEAM





DISCUSSION/QUESTIONS



Contact Information

Lana Mahoney, Executive Director

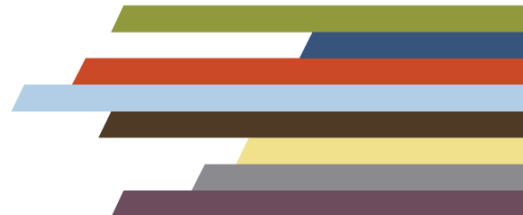
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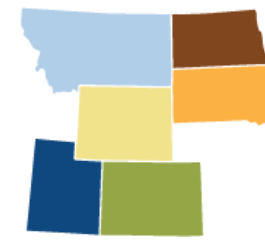




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