Principles of Peer Supervision

This tip sheet serves as a guide for developing processes, structures, and training to create quality supervision that peer practitioners want, need, and deserve.

Peer Supervision...

1. **Serves as an action not a role.**
   - Be available and accessible
   - Validate and support peer practitioners
   - Help to problem-solve and troubleshoot
   - Help achieve and maintain quality of work

2. **Embraces a Strength-based process with mutual accountability.**
   - Use structures of supervision that empower peers
   - Use a variety of diverse supervision modalities
   - Utilize Individualized approaches based on individual learning needs and styles
   - Share responsibility ensuring that peer participant goals are addressed
   - Establish a safe, trusting working relationship that promotes a learning alliance

3. **Enhances and develops the unique knowledge and skills necessary for successful peer practice.**
   - Engage peer practitioners in effective training and development
   - Support ongoing career development
   - Offer peer practitioners feedback and perspective on their work
   - Use motivational interviewing to help peer identify areas for growth and development
   - Help peer practitioners clarify how and when sharing personal story/lived experience is helpful

4. **Establishes a safe space to address ethical dilemmas and boundary issues.**
   - Help peer to navigate ethical guidelines
   - Assist in boundary-setting
   - Engage peer practitioners in addressing ethical and legal responsibilities
Peer Supervision

Strengthens the peer recovery support services (PRSS) program.
- Build an environment of trust and safety
- Use participatory processes to ensure peer and recovery community inclusion
- Encourage and support new ideas
- Commitment to ongoing professional growth and development

Fosters an organizational environment and culture that is conducive to recovery.
- Advocate for peer practice and peer supports
- Be a voice to educate, advocate about peers and peer needs within the organization
- Champion recovery within the organization
- Endorse/facilitate equality and mutual respect among all roles within organization
- Provide education about recovery to host organization

Clarifies organizational systems, structures, and processes.
- Help peer practitioners understand and navigate organization's culture and navigate cultural norms
- Help peer practitioners understand and navigate the cultures, procedures, and rules for the other organizations and systems with which PRSS interact
- Clearly articulate rights and responsibilities
- Provide clear delineation of difference in roles of staff, including volunteers
- Ensure the effective implementation of policies and procedures
- Encourage clear documentation appropriate for peer role. Ensure appropriate, complete recordkeeping
- Congruence with the values and philosophy of the agency

Supports self-care.
- Assist to manage time, balance workload
- Support recovery journey
- Foster wellness orientation

Self-Reflection for the Organization:
- Does my organization have clearly defined roles and responsibilities for peer supervisors?
- How are peer supervisors recruited and promoted from within the program?
- What training is provided, in core competency areas, for peer supervisors?
- Is advanced training and support related to the knowledge, attitudes, and skills peer supervisors provided within the organization?
- In what ways does my organization encourage peer supervisors to practice and model wellness and self-care?