



Peer Supervisor Development

Anita Bradley M.S.W., LSW, LICDC-CS

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Indigenous Land Acknowledgement

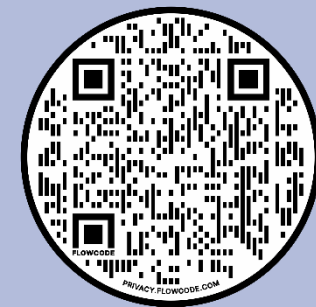
- We respectfully acknowledge that we live and work in territories where indigenous nations and tribal groups are traditional stewards of the land. Our California office resides in Tongva territory.
- Please join us in supporting efforts to affirm tribal sovereignty across what is now known as California and in displaying respect, honor, and gratitude for all indigenous people.

Whose land are you on?

Option 1: Text your ZIP code to 1-907-312-5085

Option 2: Enter your location at [Native Land CA](#)

Option 3: Access Native Land website via QR Code



PWI and EPOC AE Team

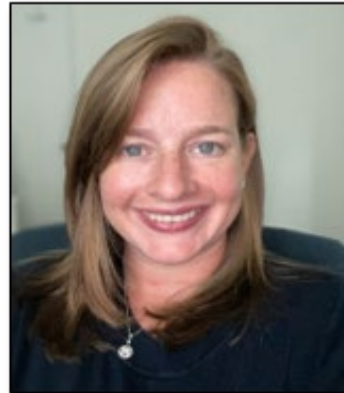
Advocates for Human Potential (AHP)



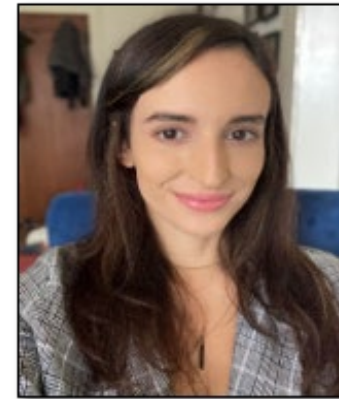
Kweilin Waller
BHWD Program Director



Tammy Bernstein
Deputy Project Director



Kate Cox
Operations Manager



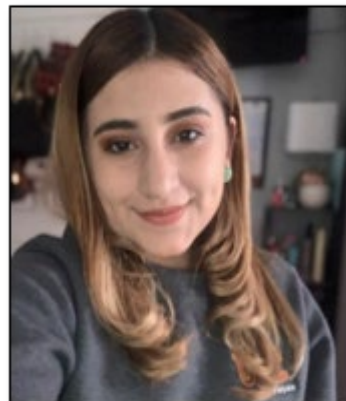
Kayla Halsey
Data Manager



Caitlin Storm
Quality Assurance



Brett Hall
Grantee Coach Lead



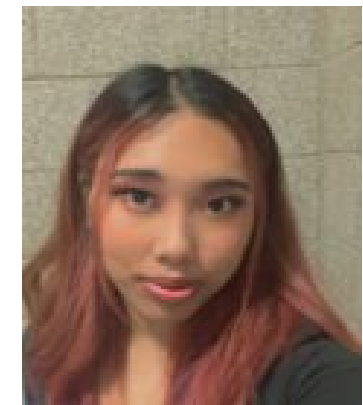
Rosy Larios
Grantee Coach



Neyat Tefery
Grantee Coach
and Ops Specialist



Rachael McDavid
Grantee Coach



Vic Walker
Operations Specialist

PWI/EPOC

Community Agreements

- Be present and be an active listener.
- One mic, one voice.
- Practice inclusivity and show respect.
- Take space, make space.
- Honor confidentiality.
- Assume best intentions.
- Take care of yourself.
- Encourage growth.



Anita Bradley

Anita Bradley's path from addiction to recovery resulted in a visit to the White House in 2016, where she was recognized as a Champion for Change by the Obama Administration.

Ms. Bradley started the Northern Ohio Recovery Association (NORA) in her basement in 2002, writing grant applications until the group was funded in 2004. NORA now operates residential recovery houses for women and provides outpatient and aftercare support and treatment programs.

Ms. Bradley has more than 70 employees, 3 recovery homes, a daycare center for the children of women in treatment, and administrative offices in 2 counties.



Learning Objectives/Agenda



1. Learn principles for supervising peers to create a safe, recovery-friendly workplace.
2. Identify supervision formats.
3. Identify six principal roles for a supervisor of peer support providers.
4. Understand tasks for success in supervising peer support providers.
5. Identify growth and learning opportunities for Peer Supporters.

Principles for Supervising Peers



Eight Principles of Peer Supervision

- Exemplifies “an act(ion), not a role.”
- Embodies “a strength-based process in which there is mutual accountability.”
- “Enhances and develops the unique knowledge and skills necessary for successful peer practice.”
- “Provides a safe space to address ethical dilemmas and boundary issues.”
- “Engages peer practitioners in strengthening the Peer Recovery Support Services (PRSS) program.”
- “Fosters an organizational environment / culture that is conducive to recovery.”
- “Clarifies organizational systems, structures, and processes.”
- “Supports self-care.”

(Burden et al., 2018)

The Goal in Applying These Principles



- A safe, trusting working relationship that promotes a learning alliance.
- Shared responsibility for ensuring the peer participant's goals are addressed.
- An individualized approach based on individual learning needs and style.
- Congruence with the values and philosophy of the agency.
- Commitment to on-going [professional] development/ active promotion of professional growth and development.
- A rigorous process for addressing ethical and legal responsibilities.



(Burden et al., 2018)

Supervision Formats

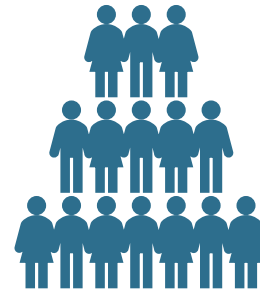


Types of Supervision



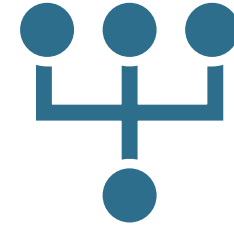
Individual Supervision

One on one



Group Supervision

Supervisor and small group



Co-Supervision

Two co-supervisors follow the same process jointly

(SAMHSA, BRSS TACS, n.d.)

Supervisor Roles



Key Roles

Supervisor

Advisor

Mentor

Role Model

Advocate

Developer of Leaders

Supervisor

- Uses the word “we” in describing the work of the group
- Humble, shares the spotlight
- Hears, understands, and listens
- Keeps meetings
- Keeps their word
- Learns from the past
- Knows their limits
- Seeks help from other supervisors



Supportive Advisor

- Clarifies roles and responsibilities
- Identifies strengths and gaps in skill level required for role
- Provides suggestions for educational and developmental options to strengthen skills
- Acknowledges trauma and transference
- Encourages ways to stay healthy
- Recommends self-care



Mentor

- Helps establish goals, action plans, and timelines
- Provides ongoing guidance and support
- Encourages staff in a strength-based approach



Role Model

- Demonstrates appropriate boundaries
- Communicates clearly
- Demonstrates a strong work ethic
- Demonstrates a self-care balance
- Incorporates the core values and principles of the organization



Advocate

- Our role for peers we supervise:
 - Represent the peers' requests to organization leadership
 - Present a staff member's personal situation that warrants special consideration by the rest of the leadership team
- Our role for organization supervision:
 - Present and adhere to current and new policies and programs
 - Clarify changes to those being supervised
 - Support staff through changes

Developer of Leaders

- Always looks for leadership potential in others
- Seeks opportunities for others' development
- Engages in role modeling and mentorship to demonstrate leadership
- Invites supervisees to partner in representing the organization



Supervision Tasks for Success



Key Supervision Tasks for Success



Build an Environment of Trust and Safety



Help Achieve and Maintain Quality of Work



Encourage Discussion of Issues



Manage Professional Boundaries

Build an Environment of Trust and Safety



Understand and appreciate the importance of relationships in building trust.



When people intentionally build social ties at work, trust increases, and improved performance follows.



Create an environment that fosters this type of relationship building.



Schedule time for social interaction and team building inside and outside of the normal workday. Make it okay to have fun and be individual.

Help Achieve and Maintain Quality of Work

Set realistic goals, collaborate whenever possible, facilitate a successful working/learning environment, help to problem-solve and troubleshoot, and provide continual constructive feedback.

Encourage Discussion of Issues



However, not all decisions can be made democratically, and input that is not constructive is counterproductive.

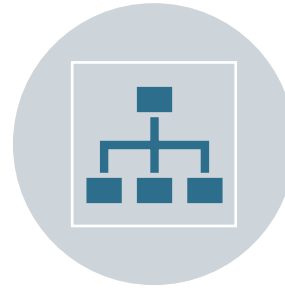


Involving people in as many processes as possible can be extremely empowering and promotes personal confidence.

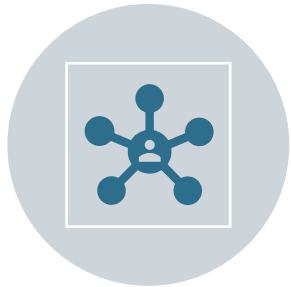
Manage Professional Boundaries



Identify healthy boundaries.



Supervisors should understand the organization's expectations and policies in order to transfer learned cultural norms.



Identify and discuss potentially challenging situations.



Encourage peer coaches to ask questions when they are unsure.

Growth and Learning Opportunities for Peer Supporters



Common Opportunities for Growth

Time management

Continuous training

Constructive feedback

Communication

Open-mindedness

Boundaries

Inclusivity

Be Open to Alternative Approaches to Supervision

Intentional Peer Support (IPS)

IPS is a purposeful way of building relationships. It helps us “develop a better awareness of personal and relational patterns, and to support and challenge each other in trying new things.” It is a powerful tool for personal growth and transformation. (Mead, 2014)



IPS Continued

Encouraging “Co-Reflection”

Co-reflection is a collaborative process of reflecting on our practice to create expertise through learning, practicing, and reflecting.

Creating a Learning Environment

To create a positive learning environment, prioritize practicality and identify shared interests, such as discomfort, active listening, and power negotiation. And practice, practice, practice!

To learn more about IPS, see the [Intentional Peer Support Co-Reflection Guide](#) and the IPS website’s [Co-Reflection page](#).

(Mead, 2014)

Supportive Peer Supervision

“Is an act(ion) not a role.”

Embodies “a strength-based process in which there is mutual accountability.”

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(Burden et al., 2018)



Peer supervision and coaching is all about finding a mutual platform, learning to walk alongside each other without being above or below!

Q&A





Please fill out the attendance form and feedback survey in the chat to meet your requirements for today's event!

References

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Thank You