



Common Elements of Peer Supervision

Peer Roles and Practices	Recovery Orientation	Trauma-informed and Strengths-based Supervision	Recovery Narrative	Ethical Considerations
<p>Supervisors should be very familiar with the important and unique roles that peers have and advocate for peers to only practice within their role and scope</p> <p>Engage in up-to-date and ongoing training, including the State required training for Supervisors of Peers and HCA’s Recovery Practices for OC HCA Leaders</p> <p>Participate in regular consultation with other peer supervisors</p>	<p>Supervisors believe in, practice, and model recovery practices with peers in supervision</p> <p>Support peers in reaching their full potential</p> <p>Engage in supervision with authenticity and integrity</p> <p>Maintain flexibility and appropriately individualize supervision to each peer based on their goals, skills, and areas of growth</p> <p>Maintain collaboration and inclusion as much as possible</p> <p>Hold peers accountable to their recovery practices</p>	<p>Base supervision on a foundation of safety, choice, collaboration, trustworthiness, and empowerment</p> <p>Peers may have a history of trauma, and supervisors should realize the widespread impact of trauma and resist re-traumatization</p> <p>Intensify support during times of vulnerability or significant change</p> <p>Actively seek to discover and highlight peers’ strengths and competencies</p> <p>Be deliberate and intentional in establishing a clear format for how and when feedback and evaluations will be provided</p> <p>Provide affirmations for growth toward skills and professional development</p> <p>Provide feedback that is specific, objective, timely, individualized, and actionable</p>	<p>Collaborate with supervisees to develop and practice their recovery narrative to be used as an effective tool to reduce stigma and increase motivation to access care</p> <p>Stories should highlight that change is possible and focus on transformation and not tragedy</p> <p>Recovery narratives can demonstrate promotion of health and overall wellness, overcoming barriers, and support from others</p>	<p>Provide a welcoming space in supervision to discuss and address ethical and boundary issues</p> <p>Supervisors must have a solid understanding and training in building trust and maintaining boundaries</p> <p>Establish the scope, expectations, and limitations of supervision in general and for supervision meetings early on</p> <p>Supervisors should ensure that supervision is never treatment</p> <p>Ensure consistency with other supervisors who supervise peers</p> <p>Review dual relationships with peers and make certain to monitor and clarify potential boundary issues for supervisees</p> <p>Supervisors should be knowledgeable of the Medi-Cal Peer Support Specialist Code of Ethics</p>