

BRSS TACS

Bringing Recovery Supports to Scale

TECHNICAL ASSISTANCE CENTER STRATEGY

Supervisor of Peer Workers Self-Assessment

This Supervisor of Peer Workers Self-Assessment is designed to help you reflect on your own supervision practice and identify areas you would like to develop to become a more effective supervisor of peer workers. For areas that are learning needs, speak to your supervisor about strategies for learning the needed competencies.

Rating Scale

1. **Professional Learning Need**—I don't know how to do this
2. **Personal Learning need**—I know how to do this but unable to make it happen
3. **Sporadically Competent**—I occasionally do this fine
4. **Consistently Competent**—This has become a part of my natural way of doing things
5. **Mastery**—I can role model this and can teach it to others

Supervisory knowledge and skills	Learning need		Competent		Mastery
	1	2	3	4	5
1. I understand and can clarify organizational systems, structures and processes					
2. I understand the values and practice of peer support					
3. I understand the roles and responsibilities of peer support workers					
4. I can maintain a balance between the administrative, educational, and supportive functions of supervision					
5. I can establish a relationship characterized by trust and mutuality					
6. I can provide an environment that promotes reflection on peer support practice and ethics					
7. I can help a person set and plan for the achievement of professional goals					
8. I can teach and model skills needed for effective peer practice					
9. I can deliver strengths-based supervision and can use affirmations					
10. I can give feedback that assists the person in recognizing a professional development need					
11. I can advocate for recovery-oriented services within the agency					

This document was supported by contract number HHSS2832012000351/HHSS28342002T from the Substance Abuse and Mental Health Services Administration (SAMHSA). The views, opinions, and content of the document are those of the authors and do not necessarily reflect the views, opinions, or policies of SAMHSA or the U.S. Department of Health and Human Services (HHS).