

What Are Core Competencies?

A competency is the ability to do something successfully. Competencies are comprised of the knowledge, skills, and attitudes required for performing specific tasks well. Core competencies are the basic or foundational competencies needed to do a specific job well. SAMHSA and BRSS TACS developed these core competencies recommended for peer workers in behavioral health services, including peer recovery coaches, peer recovery specialists, and dozens of other job titles that work in a variety of settings. In addition to these core competencies, some peer workers will go on to develop specialized competencies (for example, working in criminal justice settings, doing supported employment) or advanced competencies (for example, supervision, group facilitation).

What is the Purpose of this Self-Assessment?

This self-assessment is a tool to assist you in reflecting on your own peer worker competencies. Here are the possible outcomes of using the Peer Worker Self-Assessment:

- Identify your strengths as a peer worker
- Identify competencies that need to be developed
- Make a plan to develop your competencies
- Use the information to build a career development plan
- Use the information in supervision
- Become an objective observer of yourself at work

Because this assessment is only to help you improve in your work and advance your career, feel free to complete this assessment as honestly as you can to get the most benefit. There are no wrong answers.

What Happens Next?

After you complete the self-assessment, you can decide what you want to do with the information. Here are some recommended activities:

- Review your own assessment. See if you can find any themes or areas that you are interested in developing
- Work with your supervisor or mentor to process the self-assessment
- Work with your supervisor, mentors, and others to identify trainings or experiences you need to develop your competencies
- Complete one of the 12 self-assessments available. See a [list](#) of competency assessments

Competency development activities might include:

- In-person trainings/courses
- Online training/courses
- Job shadowing (working side-by-side with someone doing tasks you want to learn)
- On-the-job training
- Internships or other work “practice” opportunities
- Working with your supervisor
- Skill development courses (leadership skills, interpersonal skills, conflict resolution etc.)
- A new job

Complete the Self-Assessment

If you need help completing this self-assessment, ask your supervisor.

Peer Worker Information

1. Date _____

2. Name _____

3. How long have you worked here _____

4. Is this your first time completing this self-assessment?

Yes

No

5. If no, when was your last self-assessment? _____

6. What are your professional goals? (Type them in the box below)

7. What do you think you do well at work?

8. What do you think you need to improve on?

Self-Assessment of Core Competency

Rate yourself on how well you currently demonstrate these competencies. In addition to self-assessment rating, you can note examples that show why you rated yourself this way, what gets in the way of doing some competencies well, and what types of training would be helpful to improve where needed.

Category V: Supports recovery planning

This category of competencies enables peer workers to support other peers to take charge of their lives. Recovery often leads people to want to make changes in their lives. Recovery planning assists people to set and accomplish goals related to home, work, community, and health. These competencies also help people with behavioral health conditions and/or family members to understand and actively participate in decisions about treatment and recovery support options.

1) Assists and supports peers to set goals and to dream of future possibilities *What does this mean?*

I do this very well all of the time	I do this well most of the time	I can do this well under the right circumstances	I cannot do this well yet	I do not know how to do this	This is not applicable to my work

Explain why you rated yourself this way using an example or a scenario from your work:

What do you think gets in the way of doing this competency well? (Check all that apply)

N/A—I already do this well

I don't know how to do this

I've never seen anyone do it

I don't have opportunities to practice this

I don't have the confidence to do this

Other Comments:

2) Proposes strategies to help a peer accomplish tasks or goals [What does this mean?](#)

I do this very well all of the time	I do this well most of the time	I can do this well under the right circumstances	I cannot do this well yet	I do not know how to do this	This is not applicable to my work

Explain why you rated yourself this way using an example or a scenario from your work:

What do you think gets in the way of doing this competency well? (Check all that apply)

N/A—I already do this well
I don't know how to do this

I've never seen anyone do it
I don't have opportunities to practice this
I don't have the confidence to do this

Other Comments:

3) Supports peers to use decision-making strategies when choosing services and supports [What does this mean?](#)

I do this very well all of the time	I do this well most of the time	I can do this well under the right circumstances	I cannot do this well yet	I do not know how to do this	This is not applicable to my work

Explain why you rated yourself this way using an example or a scenario from your work:

What do you think gets in the way of doing this competency well? (Check all that apply)

N/A—I already do this well
I don't know how to do this

I've never seen anyone do it
I don't have opportunities to practice this
I don't have the confidence to do this

Other Comments:

4) Helps peers to function as a member of their treatment/recovery support team [*What does this mean?*](#)

I do this very well all of the time	I do this well most of the time	I can do this well under the right circumstances	I cannot do this well yet	I do not know how to do this	This is not applicable to my work

Explain why you rated yourself this way using an example or a scenario from your work:

What do you think gets in the way of doing this competency well? (Check all that apply)

N/A—I already do this well
I don't know how to do this

I've never seen anyone do it
I don't have opportunities to practice this
I don't have the confidence to do this

Other Comments:

5) Researches and identifies credible information and options from various resources [*What does this mean?*](#)

I do this very well all of the time	I do this well most of the time	I can do this well under the right circumstances	I cannot do this well yet	I do not know how to do this	This is not applicable to my work

Explain why you rated yourself this way using an example or a scenario from your work:

What do you think gets in the way of doing this competency well? (Check all that apply)

N/A—I already do this well
I don't know how to do this

I've never seen anyone do it
I don't have opportunities to practice this
I don't have the confidence to do this

Other Comments:

Improving Category V Competencies

In this category, you assessed your competencies in the area of *Supports Recovery Planning*. What additional help or training would be beneficial to you to strengthen these competencies? Check all that apply.

- N/A—I don't need help
- More help from supervisor
- Read more about this on my own
- Watch someone else do this at work
- Attend a webinar
- Participate in training

Core Competency Examples

Category V: Supports recovery planning

1. [Assists and supports peers to set goals and to dream of future possibilities](#) You help peers see beyond the present so they can make plans for what comes next – whether it's finding a new group of friends or getting a new job, or something else in their recovery process.
2. [Proposes strategies to help a peer accomplish tasks or goals](#)
You help make a step-by-step plan for a peer to reach their goal.
3. [Supports peers to use decision-making strategies when choosing services and supports](#) You help peers make informed decisions about their health and recovery by helping them find reliable information and choose a decision-making strategy.
4. [Helps peers to function as a member of their treatment/recovery support team](#) You support peers to speak up for themselves and have a say in their own recovery decisions.
5. [Researches and identifies credible information and options from various resources](#) You make sure to use information you can trust and you know where it came from, instead of sharing information with peers that might not be true.

Self-assessments are available for each of the core competency categories:

Category I: Engages peers in collaborative and caring relationships

Category II: Provides support

Category III: Shares lived experiences of recovery

Category IV: Personalizes peer support

Category V: Supports recovery planning

Category VI: Links to resources, services, and supports

Category VII: Provides information about skills related to health, wellness, and recovery

Category VIII: Helps peers to manage crises

Category IX: Values communication

Category X: Supports collaboration and teamwork

Category XI: Promotes leadership and advocacy

Category XII: Promotes growth and development

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