

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

This category of competencies describes how peer workers coach, model, or provide information about skills that enhance recovery. These competencies recognize that peer workers have knowledge, skills, and experiences to offer others in recovery and that the recovery process often involves learning and growth.

1) Educates peers about health, wellness, recovery, and recovery supports <i>What does this mean?</i>					
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:					
<div style="border: 1px solid black; height: 40px;"></div>					

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) Participates with peers in discovery or co-learning to enhance recovery experiences [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) Coaches peers about how to access treatment and services and navigate systems of care [What does this mean?](#)

[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) Coaches peers in desired skills and strategies *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) Educates family members and other supportive individuals about recovery and recovery 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:

6) Uses approaches that match the preferences and needs of peers [*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 VII Competencies

In this category, you assessed your competencies in the area of *Provides Information About Skills Related to Health, Wellness, and Recovery*. 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 VII: Provides information about skills related to health, wellness, and recovery

1. [Educates peers about health, wellness, recovery, and recovery supports](#) You share about services and supports that peers might be interested in learning about—whether it’s health services, stress management, job training, or housing help, or something else in their recovery.
2. [Participates with peers in discovery or co-learning to enhance recovery experiences](#)
You learn about new things together with peers.
3. [Coaches peers about how to access treatment and services and navigate systems of care](#) You point peers to where they can go to access health and wellness support and are able to answer their questions about how to reach the services.
4. [Coaches peers in desired skills and strategies](#)
You help peers to learn and practice new recovery approaches.
5. [Educates family members and other supportive individuals about recovery and recovery supports](#) You share information about services and supports that individuals close to peers might be interested in learning about.
6. [Uses approaches that match the preferences and needs of peers](#) You work with peers in ways that line up with what they need as individuals and don’t always use the same methods with everyone.

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

[Click to Return to Top](#)

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).

C4 Innovations developed this resource with funding from the Substance Abuse and Mental Health Services Administration (SAMHSA). It was built under the Bringing Recovery Supports to Scale Technical Assistance Center Strategy (BRSS TACS) project, contract number HHSS2832012000351/HHSS28342002T. CAPT Wanda Finch and Amy Smith served as the Contracting Officer Representatives. This resource was prepared by Cheryl Gagne and Orla Kennedy.

Please share your thoughts, feedback, and questions about this publication by emailing BRSSTACS@c4innovates.com. Your feedback will help SAMHSA develop future products.