## **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					

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