

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					