

# Peer Support as Supervisors Alternatives 2015 Memphis, TN

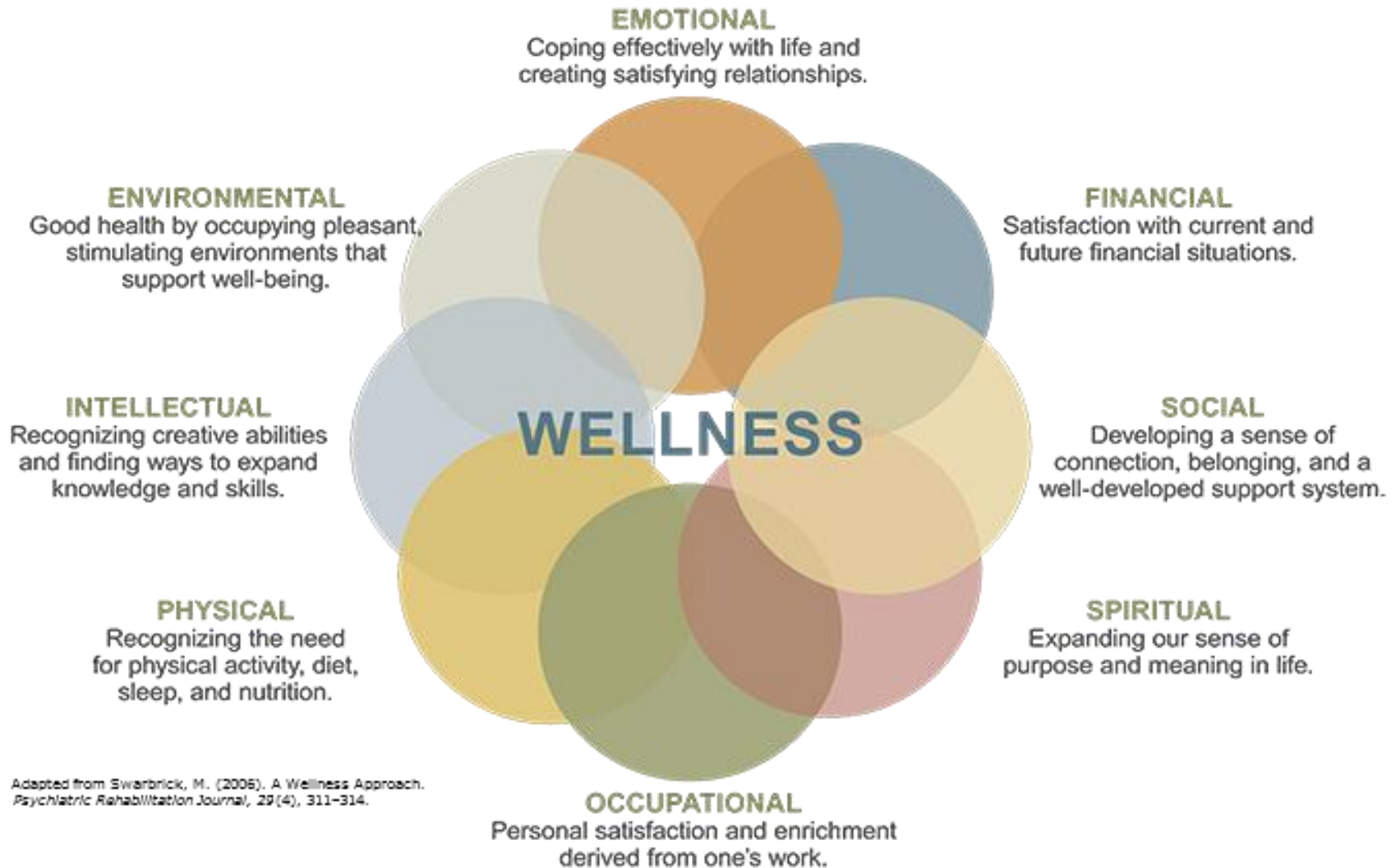
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# Objectives

- Identify the role of a Peer Supervisor
- Evaluate their current work environment in regards to recovery
- Discuss challenges faced by supervisors of peers
- Identify tools to facilitate appropriate supervision

# 8 Dimensions of Wellness



Adapted from Swarbrick, M. (2006). A Wellness Approach. *Psychiatric Rehabilitation Journal*, 29(4), 311-314.

# Roles of a Peer Supervisor

- Clinical Supervision vs Administrative Supervision
  - Educator
  - Sponsor
  - Coach
  - Counselor
  - Director
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- How do we move peer workers from certification to being able to perform peer work?

# Challenges and Successes

- Why did you become a supervisor?
- What are some of the challenge you face on a daily basis?
- What support do you have to do your job?
  
- How can we measure successful supervision?
- What are some of your success stories?

# Tools/Tips

- Utilizing recovery tools within supervision
- Updated supervision and management trainings
- Frequent and scheduled supervision
- Consistent supervision notes with clear expectations
- Audit and assess supervision notes
- Support network for supervisors

# Supervision Thoughts

- Be very clear about the role of the peer on the team. How does that differ and is similar to other team members?
- Create a plan with your employees to survey how they receive feedback and praise. This plan should be proactive and incorporate tools such as WRAP, and Personal Medicine into their supervision plan. This plan should also be clear about expectations and how those expectations will be evaluated.
- Have scheduled, planned and consistent Supervisions with your peers.
- Be strength based and incorporate ways for them to be self identifying of their own successes and challenges
- Incorporate the tools we expect people to use in their work into the supervision process (establishing a parallel process).
- Utilize the orientation period to build capacity of skills and tools.
- Plan on PREVENTING Relapse with the peer (MH/D&A) instead of expecting it.
- Create a coalition of peer supervisors to be able to provide support to each other, including skills building for supervision.
- Work to "dismantle the cage of oppression" and look out for anyone being exploited for their experiences.

# Contact Information



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