

# **Not for Nothing:**

The Evolution of  
Answers to Three  
Critical Questions about  
Supervision of Peer  
Support Workers

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**SHARE Conference on Peer  
Supervision**

**April 17, 2024**



## PRESENTERS

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# Role Call

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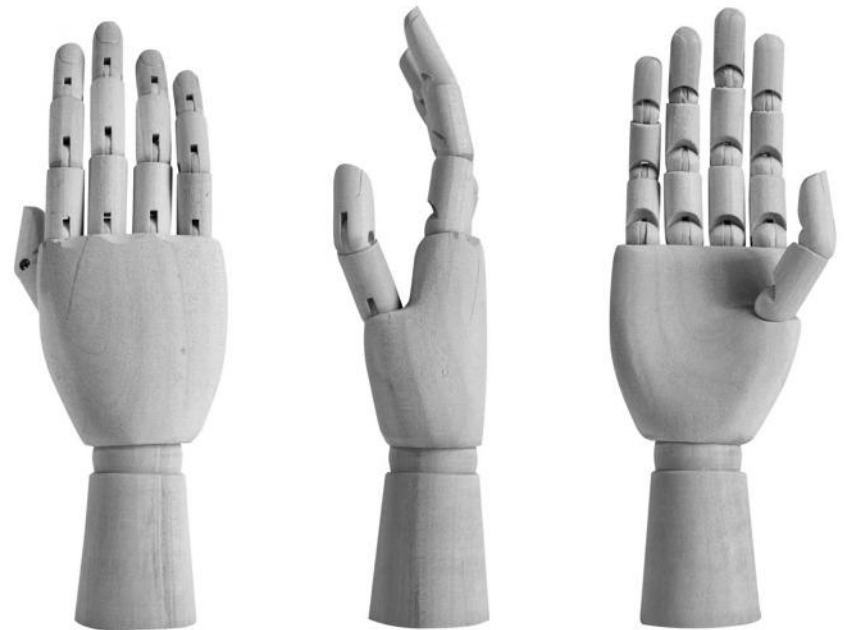
It's good to know who's in the room!

Are you a supervisor who does not identify as a peer?

Are you a supervisor who does identify as a peer?

Are you a peer support worker?

Other?



# Poll: Three Critical Questions

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1. Did you volunteer to be a supervisor?

***Yes*** or ***No***

2. What responsibilities were removed to allow time for supervision?

***Many***, ***Some***, or ***Nothing***

3. What training in supervising peer support workers have you received?

***Lots***, ***Some***, or ***None***

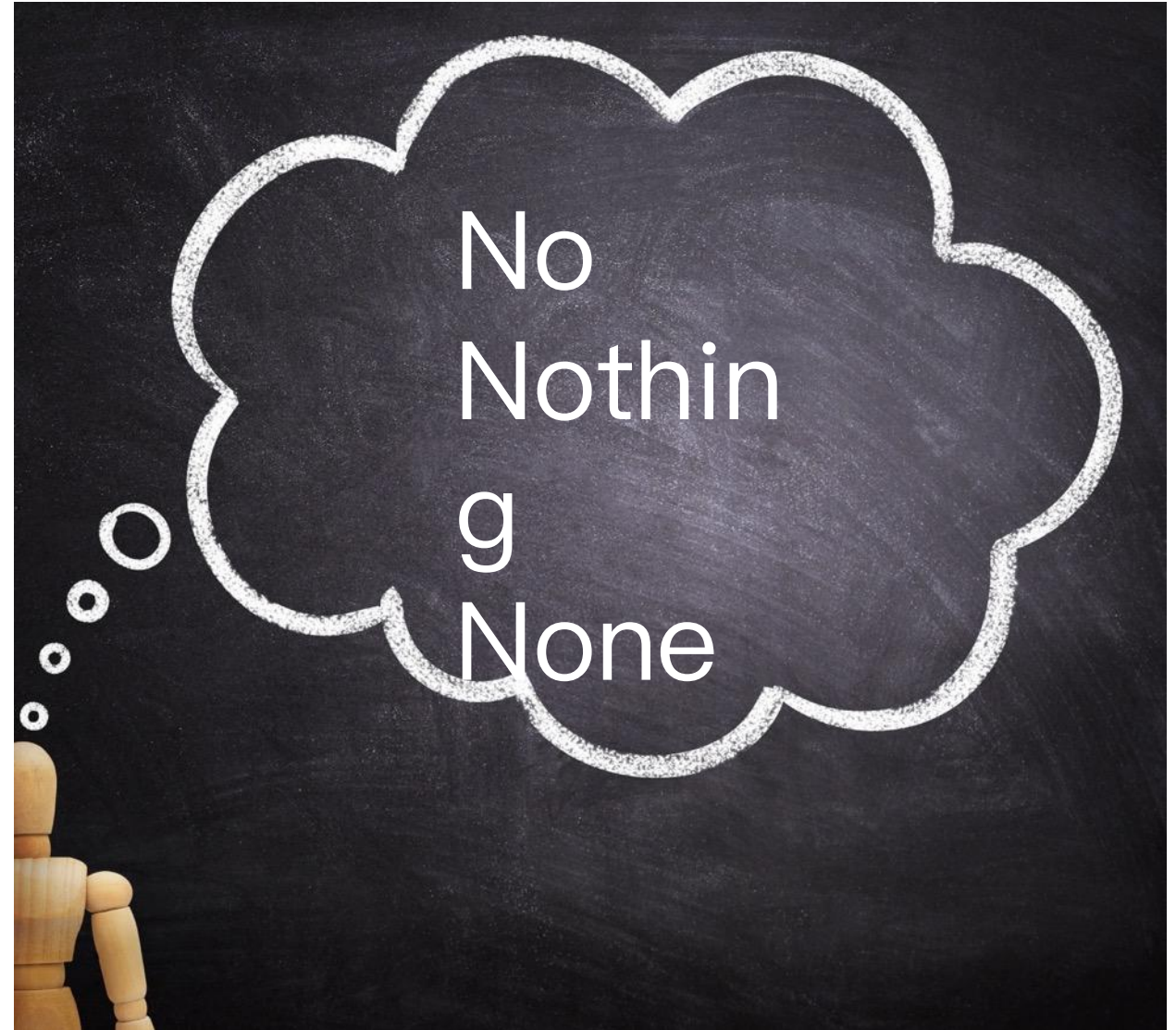


The Answer Depends on  
Who You Are Asking and When  
You Are Asking Them!

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## Early Trends

From 2010–2020  
answers from 500  
participants, primarily  
non–peer supervisors  
around the country  
were consistently:



# Did You Volunteer?

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The last two years have shown a change in response.

Peers who have previously delivered peer support are now volunteering to supervise other peers.



# The (R)evolution Is Beginning...

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This emerging trend appears to be creating a “tipping point,” whereby the supervisor role has become central and agencies (e.g., CMS) can be lobbied vis-à-vis “mental health professional” supervision.

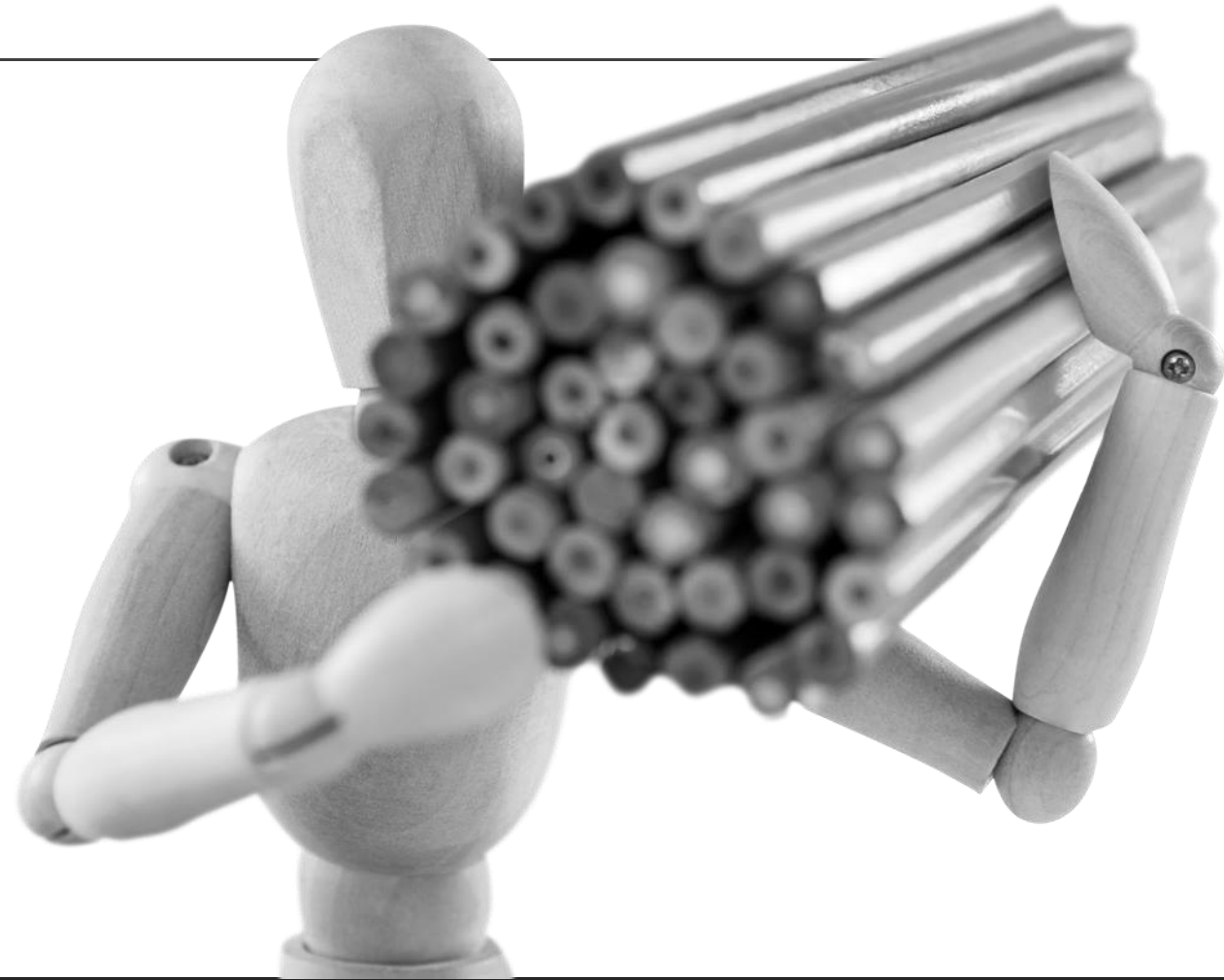




# Were Other Responsibilities Removed to Allow Time for Supervision?

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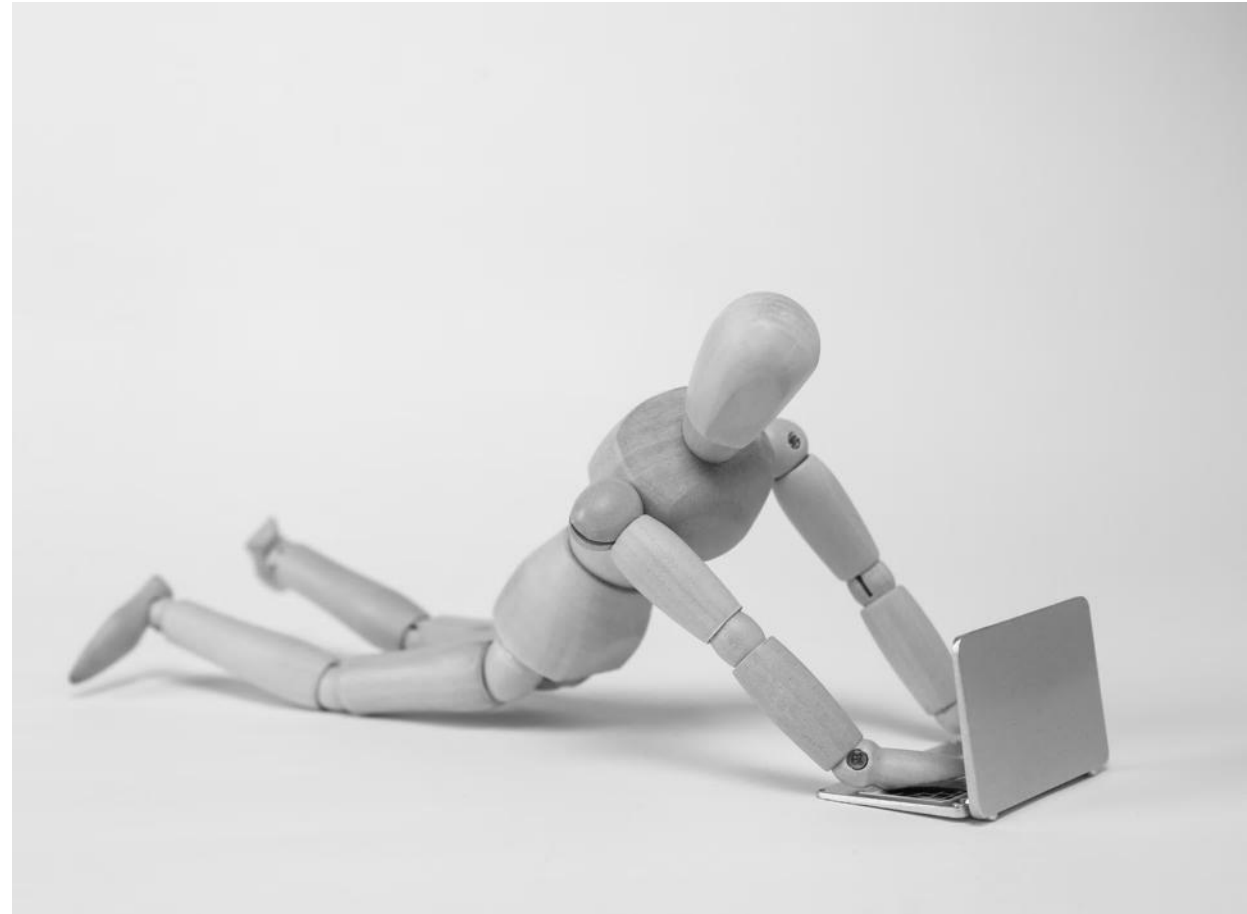
- ❑ This trend is holding steady at **none** or **some**
- ❑ May have to do with funding for supervision under administrative overhead
- ❑ Advocacy for reducing the burden on supervision is needed



# What Training Have You Had in Supervising Peer Support Workers?

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This answer is shifting towards “some training,” but it is usually self-directed.



# Unintended Consequences

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What happens when the answers to the three critical questions are **yes, nothing, and none**? Or **yes, nothing, and some**?

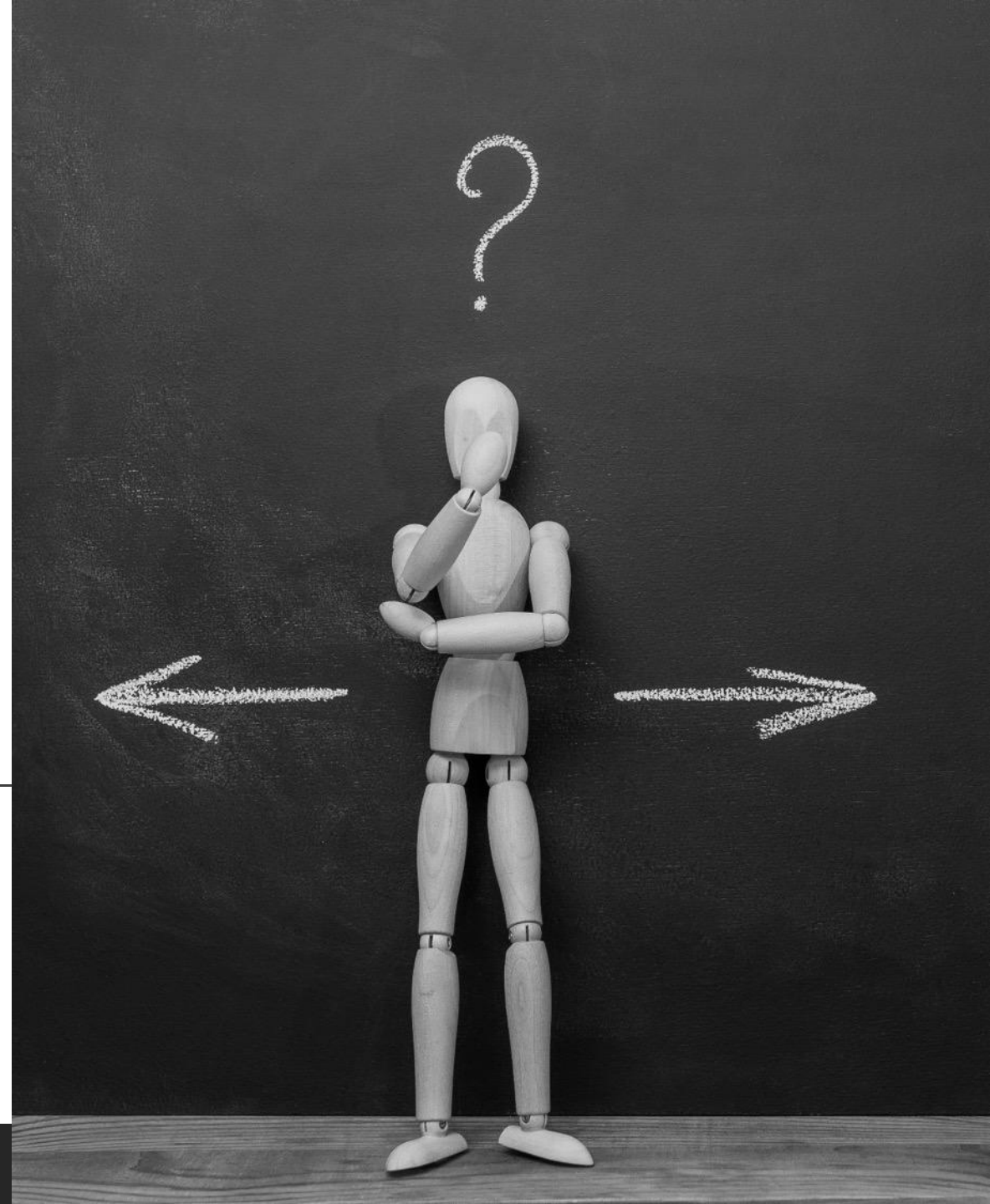
When supervisors are not enthusiastic about the role, not given adequate time or support, or are simply unprepared?



# Supervision

Let's explore... How are supervisors identified, trained and deployed in your organizations?

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# Small Group Discussion

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In your organizations...

- ❑ Do Supervisors Volunteer?
- ❑ Is their Workload Changed?
- ❑ Are they Trained in Peer Support Practices?

Based on answers to those questions, what are the **Unintended Consequences?**

# Large Group Reports

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What was the general discussion in your group?

- Do Supervisors Volunteer?
- Is their Workload Changed?
- Are they Trained in Peer Support Practices?

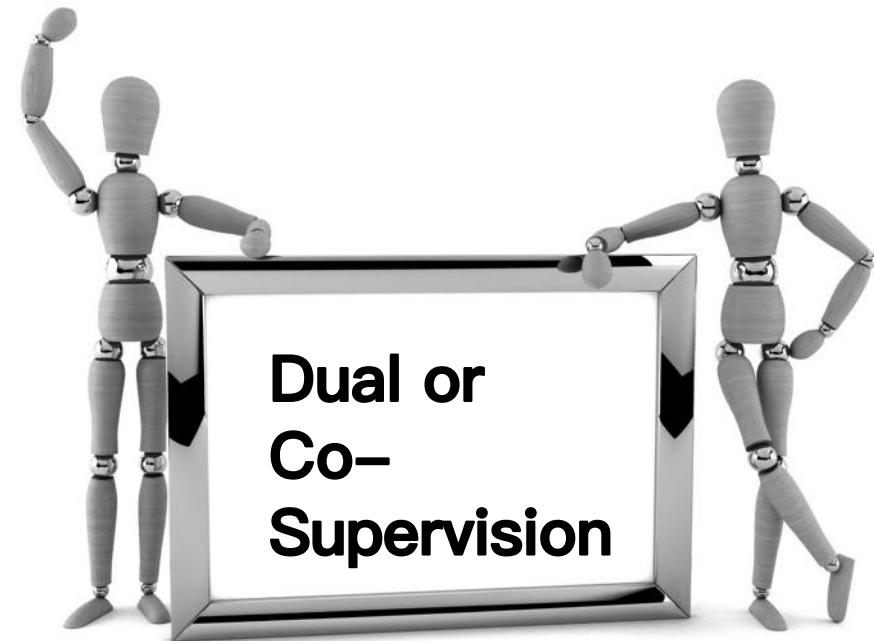
What did your group find to be some of the **Unintended Consequences**?

# Volunteer or Voluntold?

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Dual or co-supervision is a way to introduce peer supervision of peers.

- An **experienced peer support** worker takes responsibility for direct supervision of a less experienced peer
- A **competent mental health professional** oversees the work of the peer supervisor



# Responsibilities — More Or Fewer

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Understanding the issue:

- Can't bill for supervision
- Billables pay the bills

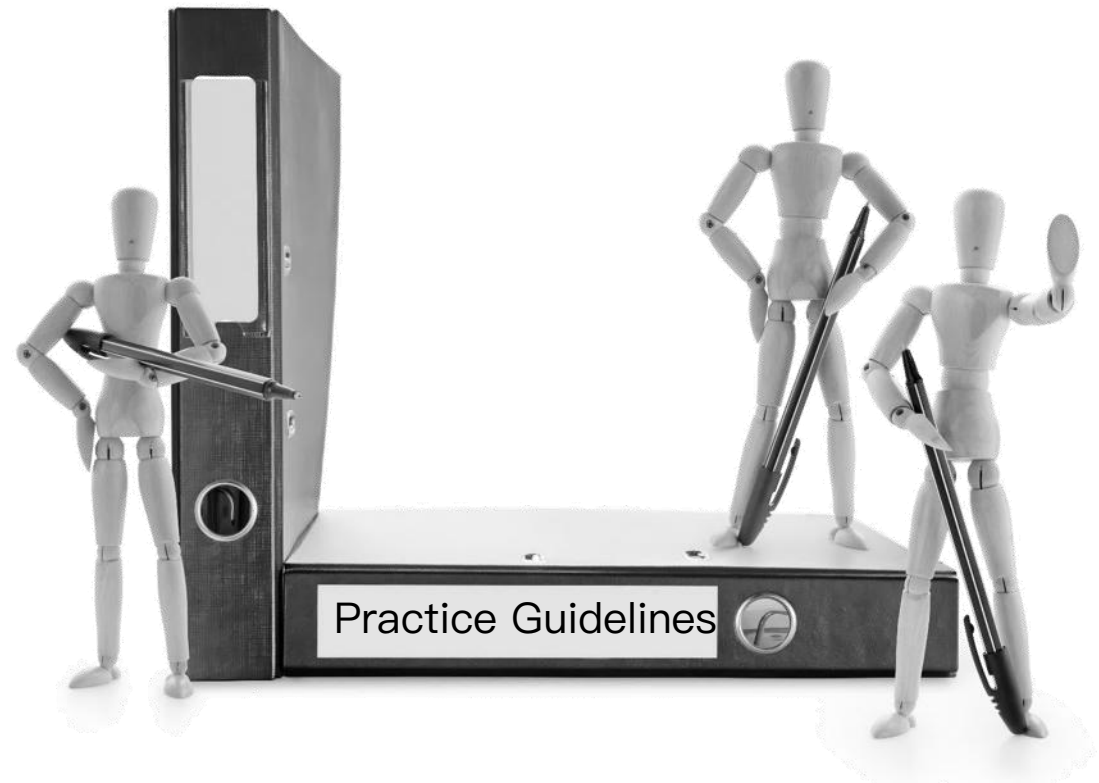


# Training about Peer Support

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In your organizations how well are peer values understood, identified, and supported?

What training do supervisors receive about the history and purpose of peer support providers as “agents of change?”



# Training As A Peer

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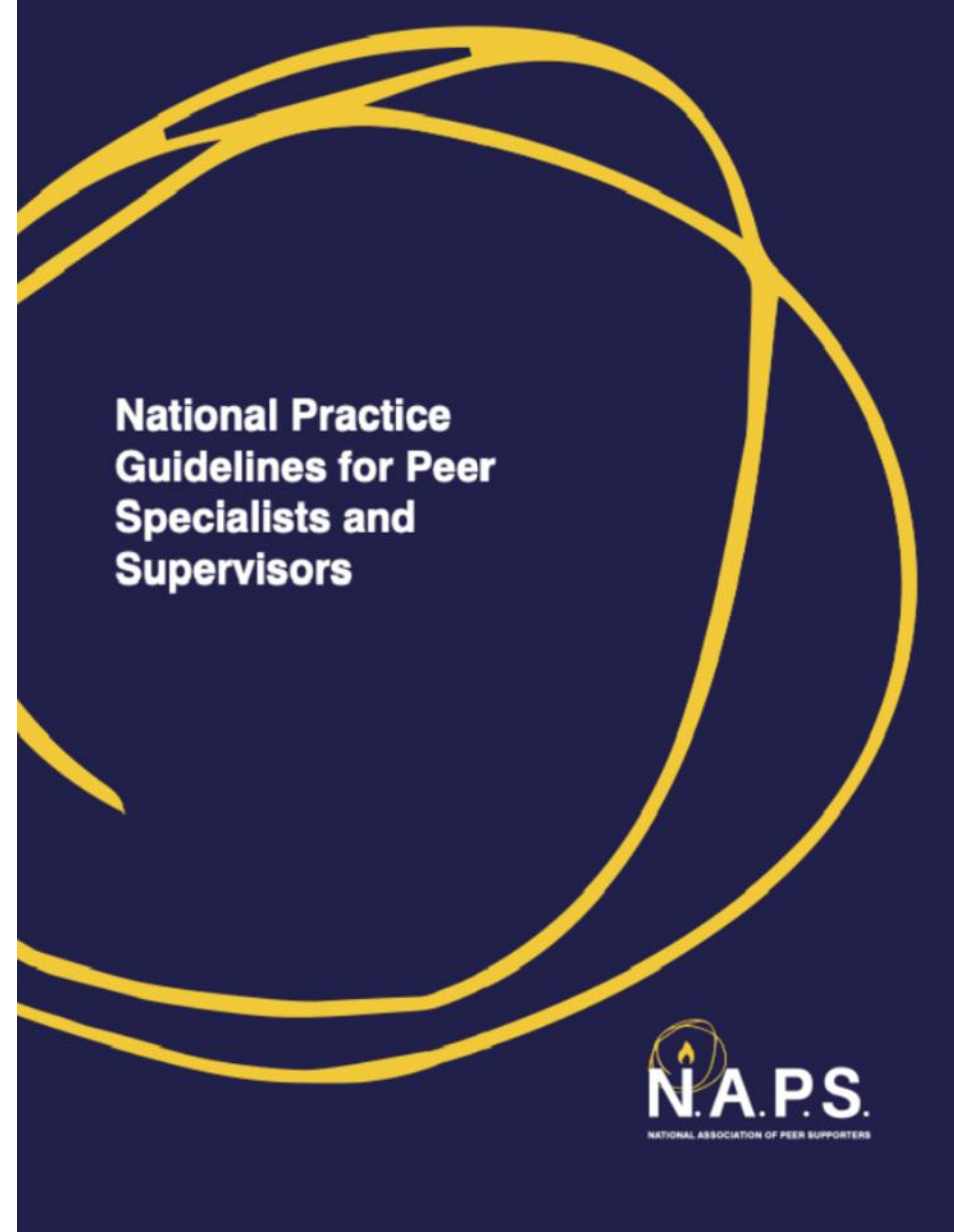


Supervision is supervision is  
supervision unless...

...you have never done the job!

# National Practice Guidelines for Peer Specialists and Supervisors

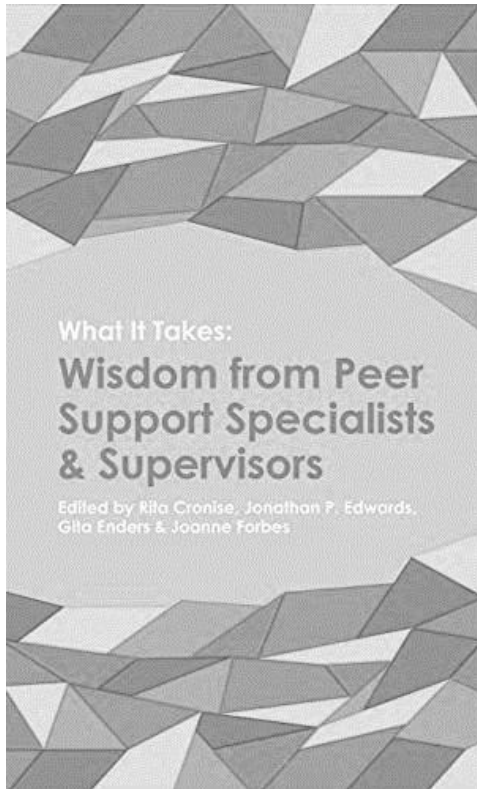
National Association of  
Peer Supporters  
(N.A.P.S.)



<https://www.peersupportworks.org/>

# Another Resource

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Edited by Rita Cronise, Dr. Jonathan P. Edwards, Gita Enders, and Dr. Joanne Forbes

40+ contributions by experienced peer specialists and supervisors.

All proceeds go to the National Association of Peer Supporters (N.A.P.S.)

**Available on Amazon**

# Questions?

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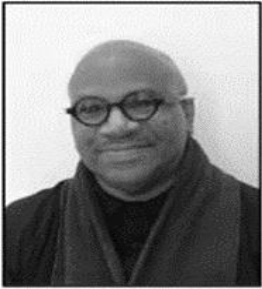
What else comes to mind when you think about the supervision of peer support workers?

Stay tuned. More participatory action research is underway...



# Contact Us

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# References

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National Association of Peer Supporters (N.A.P.S.) (2019). National Practice Guidelines for Peer Specialists and Supervisors. Washington, D.C.  
<https://www.peersupportworks.org/wp-content/uploads/2021/07/National-Practice-Guidelines-for-Peer-Specialists-and-Supervisors-1.pdf>

SHARE! Supervision Conferences (previous sessions): <https://shareselfhelp.org/programs-share-the-self-help-and-recovery-exchange/supervising-peers-conference>