



SUPERVISION SUMMIT
WHAT IT TAKES: SUPERVISING
PEER SUPPORT
SPECIALISTS/ADVOCATES

March 15 and March 22, 2024





March 15, 2024

NO! NOTHING! NONE!

Answers to Three Critical Questions about Supervision of Peer Support Services

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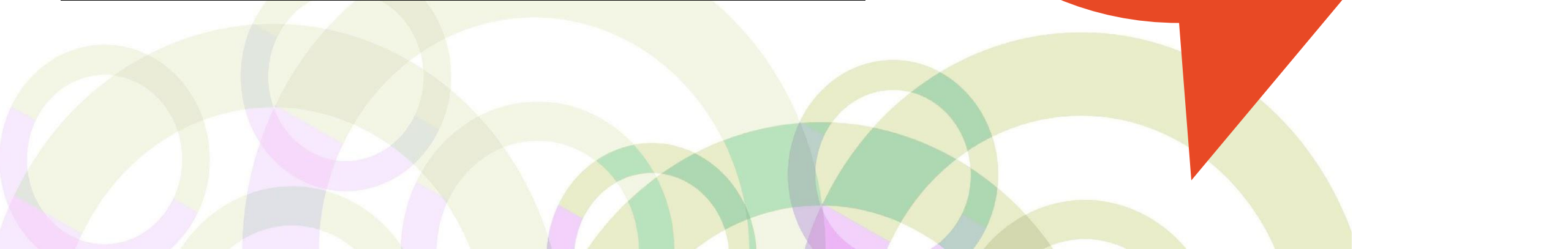
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***“Nothing
impacts
creativity like a
lack of
supervision”***



Role Call Poll

My primary role is:

- CEO or Executive Director
- Program Manager
- Supervisor
- Peer Support Worker
- Non-Peer Support Worker
- Another role

I work primarily with:

- Adults
- Older Adults
- Family
- Youth
- Justice impacted

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

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OBJECTIVES

After attending this session, you will be able to:

- Recognize patterns in how organizations identify, train, and deploy supervisors.
- Discuss the impact of unintended consequences on supervision.
- Identify a specific action or pathway (e.g., person, place, concept, process, training) that can remedy challenges to supervision.

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Three Critical Questions

1. Did you volunteer to be a supervisor?
Yes or No
2. Were any other responsibilities 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

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Question 1

Did you volunteer to be a supervisor?

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Question 2

Were any other responsibilities removed to allow time for supervision?

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Question 3

What training have you had in supervising peer support workers?

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Why are these questions important to consider?

- Background
- The impact of unintended consequences on supervision.

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Unintended Consequences?

What happens when the answers to the three critical questions are **no, nothing, and none?**

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Supervisors

How are supervisors identified, trained and deployed?

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Responsibilities

Were any other expectations or responsibilities removed?

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Peer Supervision

How are peer values understood, identified, and supported?

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Remedies and Pathways

Group Discussion

Identify a specific action or pathway (e.g., person, place, concept, process, training) that can remedy challenges to supervision.

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What's a Supervisor To Do?

- Attitude Adjustment
- Model Transparency
- Participate in Mutual Learning
- Support Network Building

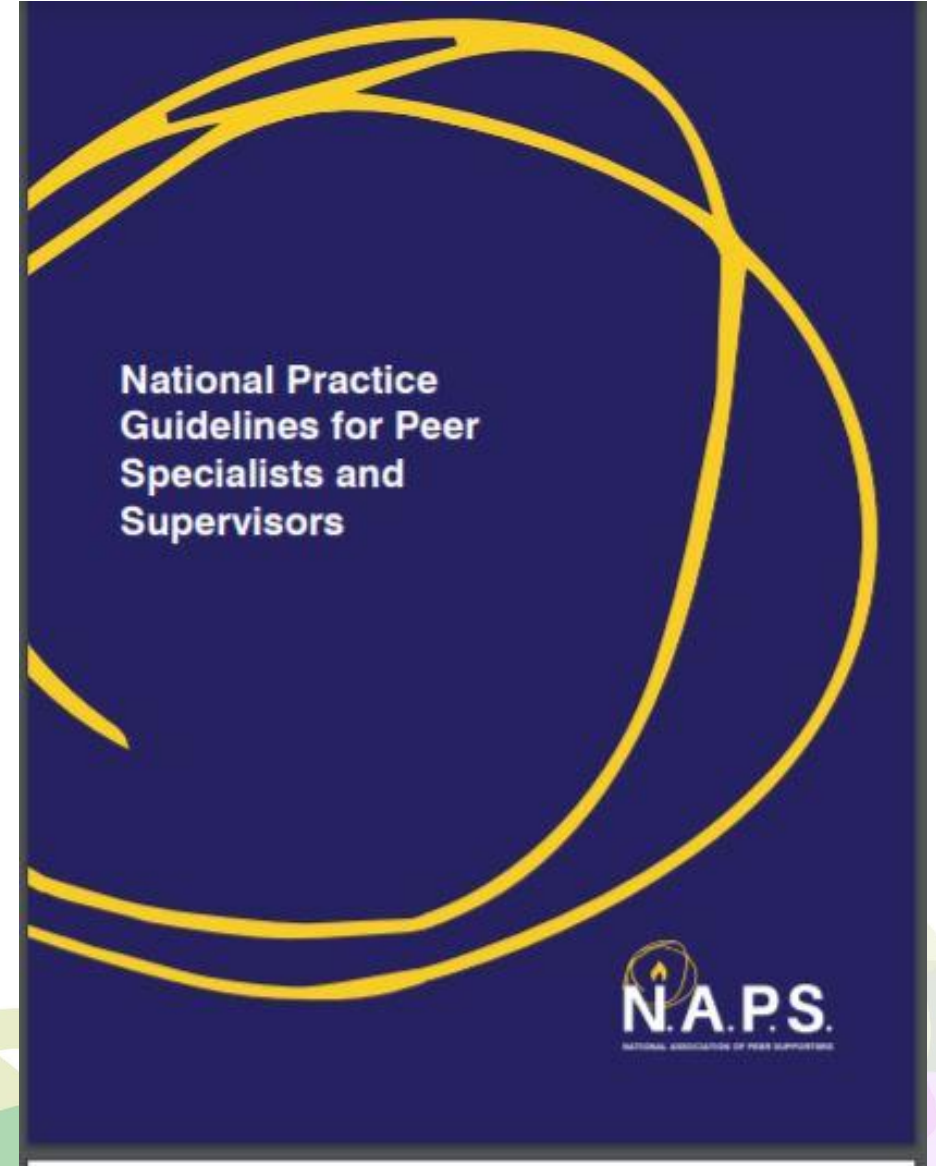
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National Practice Guidelines for Peer Specialists and Supervisors

Available on the National Association of Peer Supporters (N.A.P.S.) website:
<https://www.peersupportworks.org/>



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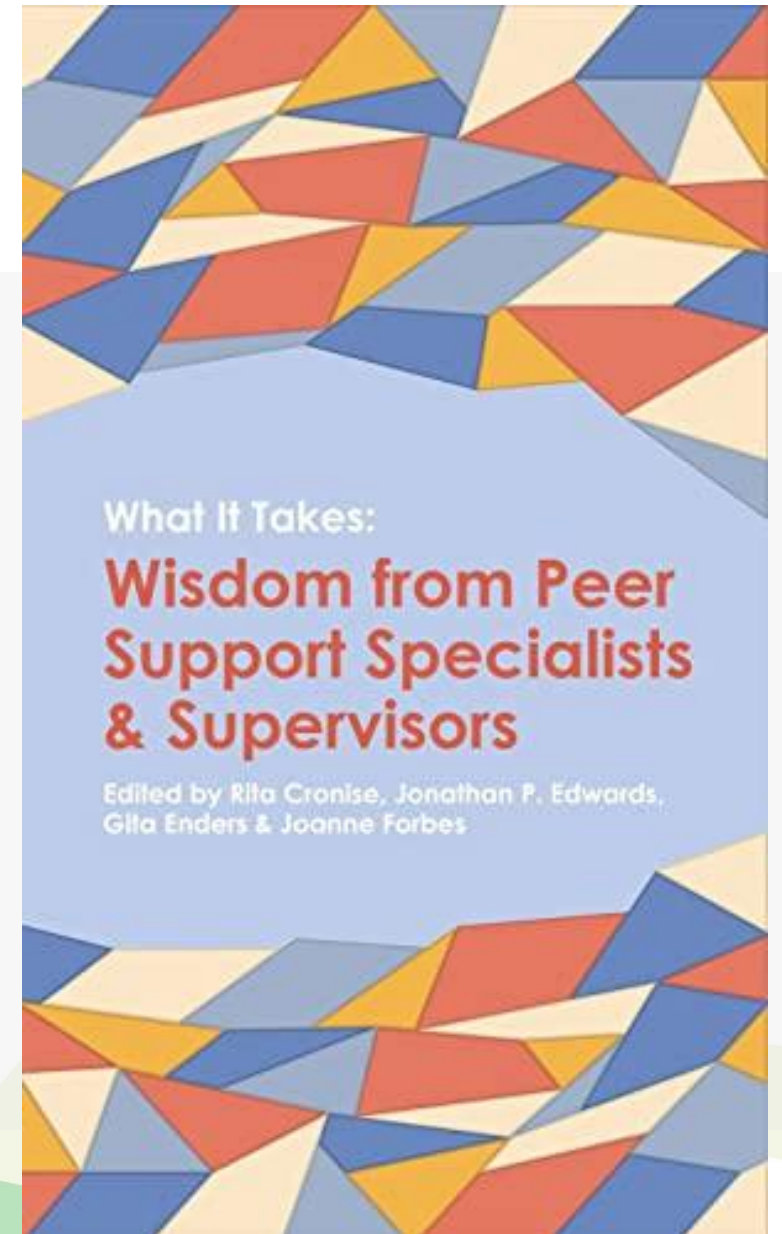
What it Takes: Wisdom from Peer Support Specialists and Supervisors

Edited by

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

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

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SUMMARY

After attending this session, you should now be able to:

- Recognize patterns in how organizations identify, train, and deploy supervisors.
- Discuss the impact of unintended consequences on supervision.
- Identify a specific action or pathway (e.g., person, place, concept, process, training) that can remedy challenges to supervision.

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○ Questions and Answers





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THANK YOU





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