

Wisconsin Peer Specialist Core Training Competencies



WISCONSIN CORE TRAINING COMPETENCIES

Values:

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| Believe in the importance of self-directed services |
| Have an outlook on life that inspires hope |
| Believe that growth and change are possible |
| Believe in the healing power of relationships |
| Accept and embrace differences |
| Believe in the importance of the persons choices |
| Have respect for all cultures, sexual orientations, spiritual beliefs, and family cultures regardless of personal beliefs |
| Believe that recovery is possible for all |
| Have respect for human rights |

Personal Attributes:

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| Is able to use own recovery experience and skillfully share to benefit others |
| Has self awareness and is able to use to inspire others |
| Is able model wellness |
| Possesses problem-solving skills to assist people in exploring life choices, and the outcomes of those choices |
| The ability to embrace and support own recovery |
| Explore, communicate and respect personal boundaries |
| Balances personal recovery while supporting someone else's |
| Is able to support people to empower themselves |
| Recognizes others strengths and challenges |
| Seeks lifelong learning and personal development |

Knowledge:

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| In-depth knowledge of recovery principles |
| Ethics, boundaries, and healthy relationships |
| Awareness that there is a range of views and beliefs regarding mental health and/or substance use and their treatment, services, supports and |

recovery
Understands that recovery and wellness involves the integration of the whole person including spirituality, physical health, sexuality, and community
Knowledge of the impact of trauma on recovery and resiliency
How to support a person to find information about a variety of community resources
General understanding of rights- as defined by a combination of patient rights, ADA standards and civil rights as afforded to all citizens
Cultural awareness-have a basic knowledge of diverse cultures (including age) and how they may impact individual values, choices and lifestyles.
Understands the impact of stigma, discrimination, marginalization and oppression that society places upon individuals labeled with mental illnesses and / or substance use disorders. Understand that self-stigma is the defining of ones self by diagnosis, limitations and/or illness based perceptions.
Role of a Certified Peer Specialist –as defined by the essential functions outlined in the General Wisconsin Certified Peer Specialist Job/Position Description
Safety (Personal and Practices)-knowledge of how to encourage safe environments, relationships and trauma-free interactions for the Peer Specialist and others involved
Person Centered Planning-knowledge of the Person Centered Planning principles and the central role of the service participant

Skills:

Communication: ability to listen and to communicate clearly with others both verbal and written
Ability to identify strengths and needs
Ability to connect and engage with a person
Ability to teach and support a person to find and utilize resources
Ability to identify and support people in crisis and know when to facilitate a referral
Ability to advocate with others
Ability to find information about mental health and substance use support options and alternatives
Ability to use own lived experience in useful way
Ability to foster relationships and engage peers in their recovery

Ability to interact with people in a way that is trauma free
Ability to recognize limitations and boundaries and facilitate referrals
Ability to work collaboratively/participate on a team

This Core Competencies document was developed and written by the Peer Specialist Subcommittee of the Wisconsin Recovery Implementation Task Force in 2008 with funding from the Centers for Medicare and Medicaid, Medicaid Infrastructure Grant # 93.768, Department of Health Services/Pathways to Independence



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