

The Peer Specialist Certification Training Program should give the trainees the solid introduction to the following competencies:

1) -an understanding of their job and the skills to do that job;

- understand the basic structure of the state MHS and how it works
- understand the CPS job description and Code of Ethics within the state MHS
- understand the meaning and role of peer support
- understand the difference in treatment goals and recovery goals
- be able to create and facilitate a variety of group activities that support and strengthen recovery
- be able to do the necessary documentation required by the state
- be able to help a consumer combat negative self-talk, overcome fears, and solve problems
- be able to help a consumer articulate, set and accomplish his/her goals
- be able to teach other consumers to create their own Wellness Recovery Action Plan
- be able to teach other consumers to advocate for the services that they want
- be able to help a consumer create a Person Centered Plan

2) -an understanding of the recovery process and how to use their own recovery story to help others

- understand the five stages in the recovery process and what is helpful and not helpful at each stage
- understand the role of peer support at each stage of the recovery process
- understand the power of beliefs/values and how they support or work against recovery
- understand the basic philosophy and principles of psychosocial rehabilitation
- understand the basic definition and dynamics of recovery
- be able to articulate what has been helpful and what not helpful in his/her own recovery
- be able to identify beliefs and values a consumer holds that works against his/her recovery
- be able to discern when and how much of their recovery story to share with whom

3)-an understanding of and the ability to establish healing relationships

- understand the dynamics of power, conflict and integrity in the workplace
- understand the concept of 'seeking out common ground'
- understand the meaning and importance of cultural competency
- be able to ask open ended questions that relate a person to his/her inner wisdom
- be able to personally deal with conflict and difficult interpersonal relations in the workplace
- be able to demonstrate an ability to participate in 'healing communication'
- be able to interact sensitively and effectively with people of other cultures

4)-an understanding of the importance of and have the ability to take care of oneself

- understand the dynamics of stress and burnout
- understand the role and parts of the Wellness Recovery Action Plan (WRAP)
- be able to discuss his/her own tools for taking care of him/herself