Attachment 1: Core Competency Survey and Demographic Questionnaire

**Core Competencies Survey**

**Category I: Engages peers in collaborative and caring relationships**

1. **Initiates contact with peers**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Listens to peers with careful attention to the content and emotion being communicated**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Reaches out to engage peers across the whole continuum of the recovery process**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Demonstrates genuine caring and respect**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Demonstrates understanding of peers’ experiences and feelings**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

**Comments:**

**Category II: Provides support**

1. **Validates peers’ experiences and feelings**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Encourages the exploration and pursuit of community roles**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Conveys hope to peers about their own recovery**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Celebrates peers’ efforts and accomplishments**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Provides concrete assistance to help peers accomplish tasks and goals**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

**Comments:**

**Category III: Shares lived experiences of recovery**

1. **Relates their own and others’ personal recovery stories to peers to inspire hope**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Discusses ongoing personal efforts to enhance health, wellness, and recovery**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Recognizes when to share experiences and when to listen**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Describes personal recovery practices and helps peers discover recovery practices that work for them**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

**Comments:**

**Category IV: Individualizes peer support**

1. **Reflects on his/her personal values and culture and how these influence peer support role and tasks**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Appreciates and respects the cultural and spiritual beliefs and practices of peers and their families**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Recognizes and responds to the complexities and uniqueness of each peer’s process of recovery**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Tailors services and support to meet the preferences and unique needs of peers and their families**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

**Comments:**

**Category V: Recovery planning**

1. **Assists and supports peers to set goals and to dream of future possibilities**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Proposes strategies to help a peer accomplish tasks or goals**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Supports peers to use decision-making strategies when choosing services and supports**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Helps peers to function as a member of their treatment/recovery support team**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Researches and identifies credible information and options on the Internet an through other resources**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

**Comments:**

**Category VI: Links to resources, services, and supports**

1. **Develops and maintains up-to-date information about community resources and services, both indigenous and formal**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Assists peers to investigate, select, and use needed and desired resources and services, both indigenous and formal**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Helps peers to find and use health services and supports**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Accompanies peers to community activities and appointments**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Participates in community activities with peers**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

**Comments:**

**Category VII: Teaches information and skills related to health, wellness, and recovery**

1. **Educates peers about health, wellness, recovery and recovery supports**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Participates with peers in discovery or co-learning to enhance recovery experiences**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Educates and mentors peers about how to access services and navigate systems of services**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Trains and coaches peers in desired skills and strategies**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Educates family members and other supportive individuals about recovery and recovery supports**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Demonstrates adult learning principles when giving instruction and coaching**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

**Comments:**

**Category VIII: Helps peers to manage crises**

1. **Recognizes signs of distress and threats to safety amon peers and in their environemnts**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Provides reassurance to peers in distress**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Strives to create safe spaces when meeting with peers**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Takes action to address distress or a crisis by using knowledge of local resources and service and support preferences of individual peers**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

**39. Assists peers in developing advance directives and other crisis prevention tools**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

**Comments:**

**Category IX-Communicates effectively**

1. **Uses respectful, person-centered, recovery-oriented language in written and verbal interactions with peers, family members, community members, and others**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Uses active listening skills**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Clarifies their understanding of information when in doubt of the meaning**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Conveys their point of view when working with colleagues**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Documents information as required by program policies and procedures**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Follows laws and rules concerning confidentiality and respects others’ rights for privacy**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

**Comments:**

**Category X: Collaboration and teamwork**

1. **Works together with other colleagues to enhance the provision of services and supports**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Assertively engages providers from mental health services, addiction services, and physical medicine to meet the needs of peers**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Align efforts with health care providers to enhance the health and wellness of peers**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Coordinates efforts with peers’ family members and other natural supports**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Partners with community members and organizations to strengthen opportunities for peers**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Strives to resolve conflicts in relationships with peers and others in their support network**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

**Comments:**

**Category XI: Leadership and advocacy**

1. **Uses knowledge of relevant rights and laws (ADA, HIPPA, Olmstead etc.) to determine if there is a violation of a peers’ rights**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Advocates for the needs and desires of peers in treatment team meetings, community services, living situations, and with family**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Uses knowledge of legal resources and advocacy organization to build an advocacy plan**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Participates in efforts to eliminate prejudice and discrimination of people who have behavioral health conditions and their families**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Educations colleagues about the process of recovery and the use of recovery support services**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Actively participates in efforts to improve the organization**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Maintains a positive reputation in peer/professional communities**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

**Comments:**

**Category XII: Growth and development**

1. **Recognizes the limits of their knowledge and seeks assistance from others when needed**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Uses supervision (mentoring, reflection) effectively by monitoring self and relationships, preparing for meetings and engaging in problem-solving strategies with the supervisor (mentor, peer)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Reflects and examines own personal motivations, judgments, and feelings that may be activated by the peer work, recognizing signs of distress, and knowing when to seek support**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

1. **Seeks opportunities to increase knowledge and skills of peer support**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1-important | 2-of little importance | 3-moderately important | 4-important | 5-very important |

**Comments:**

Demographic Section

**Sex/Gender:**

\_\_\_\_ Female

\_\_\_\_ Male

\_\_\_\_ Transgender

\_\_\_\_ Other

\_\_\_\_ Prefer not to respond

**Ethnicity:** (One or more categories may be selected)

\_\_\_\_ No, not of Hispanic, Latino/a, or Spanish origin

\_\_\_\_ Yes, Mexican, Mexican American, Chicano/a

\_\_\_\_ Yes, Puerto Rican

\_\_\_\_ Yes, Cuban

\_\_\_\_ Yes, Another Hispanic, Latino, or Spanish origin

**Race:** (Check all that apply)

\_\_\_\_ American Indian or Alaska Native

\_\_\_\_ Asian

\_\_\_\_ Black or African American

\_\_\_\_ Native Hawaiian or Other Pacific Islander

\_\_\_\_ White

\_\_\_\_ Prefer not to respond

**Education:** What is the highest degree or level of school you have completed?

\_\_\_\_\_ Less than high school or GED

\_\_\_\_\_ High School or GED

\_\_\_\_\_ Vocational training

\_\_\_\_\_ Some college credit

\_\_\_\_\_ Associate’s degree (AA or AS)

\_\_\_\_\_ Bachelor’s degree (BA, BS, AB)

\_\_\_\_\_ Master’s degree (MA, MS, MEd, MSW etc.)

\_\_\_\_\_ Doctorate degree (PhD, EdD, MD, ScD etc.)

**What is your age?**

25 or under \_\_\_\_\_

26-29 \_\_\_\_\_

30-39 \_\_\_\_\_

40-49 \_\_\_\_\_

50-59 \_\_\_\_\_

60 or older \_\_\_\_\_

\_\_\_\_ Prefer not to respond

**In which state do you work?** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**To whom do you provide recovery support services?** (Check all that apply)

\_\_\_\_\_ People diagnosed with psychiatric conditions

\_\_\_\_\_ People diagnosed with substance use disorders

\_\_\_\_\_ People diagnosed with both a psychiatric condition and substance use disorder

\_\_\_\_\_ Youth, transition-aged young adults, or young adults (under 30 years old) with behavioral health conditions

\_\_\_\_\_ Family members of people with behavioral health conditions

**Are you certified as a peer worker?**

\_\_\_\_\_\_ No

\_\_\_\_\_\_ Yes

**If yes, what are you certified as?**

\_\_\_\_\_\_ Peer support specialist

\_\_\_\_\_\_ Peer recovery coach

\_\_\_\_\_\_ Other Please write what you are certified as \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Employment:** What is your current employment status?

\_\_\_\_\_ Employed full-time

\_\_\_\_\_ Employed more than 20 hours per week but less than full-time

\_\_\_\_\_ Employed between 10-20 hours per week

\_\_\_\_\_ Employed fewer than 10 hours per week

\_\_\_\_\_ Volunteer

**Wages:** What is your hourly wage?

\_\_\_\_\_\_ Over $20.00/hour

\_\_\_\_\_\_ Between $15.00 and $20.00/hour

\_\_\_\_\_\_ Between $10.00 and $15.00/hour

\_\_\_\_\_\_ Less than $10.00/hour

\_\_\_\_\_\_ I am a volunteer

**Employer:** How would you describe the agency or organization that employs you?

\_\_\_\_\_\_ Community-based mental health service (include residential programs)

\_\_\_\_\_\_ Community-based addiction service (include residential programs)

\_\_\_\_\_\_ Inpatient hospital service (mental health)

\_\_\_\_\_\_ Inpatient addiction treatment service

\_\_\_\_\_\_ Peer-run organization

\_\_\_\_\_\_ Recovery community organization

\_\_\_\_\_\_ Other; please describe \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_