

## 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

#### 2. 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

#### 3. 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

#### 4. Demonstrates genuine caring and respect

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

#### 5. 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

#### 6. Validates peers' experiences and feelings

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

#### 7. Encourages the exploration and pursuit of community roles

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

#### 8. Conveys hope to peers about their own recovery

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

importance                      important

**9. Celebrates peers' efforts and accomplishments**

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

**10. 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**

**11. 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

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

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

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

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

**14. 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**

**15. 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

**16. 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

**17. 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

**18. 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**

**19. 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

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

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

**21. 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

**22. 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

**23. Researches and identifies credible information and options on the Internet and 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**

**24. 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

**25. 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

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

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

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

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

**28. 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**

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

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

**30. 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

**31. 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

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

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

**33. 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

**34. 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**

**35. Recognizes signs of distress and threats to safety among peers and in their environments**

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

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

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

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

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

**38. 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**

**39. 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

**40. Uses active listening skills**

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

**41. 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

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

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

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

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

**44. 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**

**45. 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

**46. 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

**47. 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

**48. Coordinates efforts with peers' family members and other natural supports**

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

**49. 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

**50. 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**



**51. 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

**52. 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

**53. 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

**54. 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

**55. 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

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

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

**57. 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**

**58. 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
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**59. 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
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**60. 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
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**61. Seeks opportunities to increase knowledge and skills of peer support**

1-important	2-of little importance	3-moderately important	4-important	5-very important
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**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 \_\_\_\_\_