

Core Competencies for Wisconsin Certified Peer Specialists

Domain 1: Values

- 1.1 Believes that recovery is an individual journey with many paths and is possible for all
- 1.2 Believes in and respects people's rights to make informed decisions about their lives
- 1.3 Believes that personal growth and change are possible
- 1.4 Believes in the importance of empathy and listening to others
- 1.5 Believes in and respects all forms of diversity (As included in Wisconsin State Council on Alcohol and Other Drug Abuse Cultural Diversity Committee's definition of Cultural Competency:
<https://scaoda.wisconsin.gov/scfiles/docs/CulturalCompetencyDefinition.pdf>)
- 1.6 Believes in the importance of self-awareness and self-care
- 1.7 Believes in lifelong learning and personal development
- 1.8 Believes that recovery is a foundation of well-being
- 1.9 Believes that recovery is a process
- 1.10 Believes in the healing power of healthy relationships
- 1.11 Believes and understands there are a range of views regarding mental health and substance use disorders and their treatment, services, supports, and recovery

Domain 2: In-depth knowledge of recovery

- 2.1 Knowledge of SAMHSA's definition of recovery: "A process of change through which individuals improve their health and wellness, live a self-directed life, and strive to reach their full potential."
<http://blog.samhsa.gov/2012/03/23/defintion-of-recovery-updated/>)
- 2.2 Knowledge of mental health and substance use disorders and their impact on recovery
- 2.3 Knowledge of the basic neuroscience of mental health and addiction
- 2.4 Knowledge of stages of change and recovery
- 2.5 Knowledge that recovery and wellness involves the integration of the whole person including spirituality; physical, vocational, and emotional health; sexuality; gender identity; and community
- 2.6 Knowledge of trauma and its impact on the recovery process
- 2.7 Knowledge of person-centered care principles
- 2.8 Knowledge of strengths-based planning for recovery
- 2.9 Knowledge of the impact of discrimination, marginalization, and oppression
- 2.10 Knowledge of the impact of internalized stigma and shame

Domain 3: Roles and Responsibilities of a Certified Peer Specialist

- 3.1 Knowledge of the rights of peers seeking support, such as state and federal law regarding client rights, civil rights, and the Americans with Disabilities Act (ADA)
- 3.2 Knowledge of ethics and boundaries
- 3.3 Knowledge of the scope of practice of a Certified Peer Specialist
- 3.4 Knowledge of confidentiality standards
- 3.5 Knowledge of ways to encourage safe, trauma-sensitive environments, relationships, and interactions
- 3.6 Knowledge of appropriate use of self-disclosure

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- 3.7 Knowledge of cultural competency (As defined by Wisconsin State Council on Alcohol and Other Drug Abuse Cultural Diversity Committee:
<http://scaoda.state.wi.us/docs/main/CulturalCompetencyDefinition.pdf>)

Domain 4: Skills

- 4.1 Ability to bring an outlook on peer support that inspires hope and recovery
- 4.2 Ability to be self-aware and embrace and support own recovery
- 4.3 Ability to problem-solve
- 4.4 Ability to assist people in exploring life choices, and the outcomes of those choices
- 4.5 Ability to identify and support a person in crisis and know when to facilitate referrals
- 4.6 Ability to listen and understand with accuracy the person's perspective and experience
- 4.7 Effective written and verbal communication skills
- 4.8 Ability to draw out a person's perspective, experiences, goals, dreams, and challenges
- 4.9 Ability to recognize and affirm a person's strengths
- 4.10 Ability to foster engagement in recovery
- 4.11 Ability to locate appropriate recovery resources, including basic needs, medical, mental health and substance use disorder care; supports, including social support and mutual aid groups; and to facilitate referrals
- 4.12 Ability to facilitate and support a person to find and utilize resources
- 4.13 Ability to work collaboratively and participate on a team
- 4.14 Ability to know when to ask for assistance and/or seek supervision
- 4.15 Ability to set, communicate, and respect personal boundaries of self and others
- 4.16 Ability to utilize own recovery experience and skillfully share to benefit others
- 4.17 Ability to balance own recovery while supporting someone else's
- 4.18 Ability to foster the person's self-advocacy and provide advocacy when requested by the person
- 4.19 Ability to advocate for self in the role of a Certified Peer Specialist

