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 (See information from the Cultural Diversity Committee of the State Council on Alcohol and Other Drug Abuse: https://scaoda.wisconsin.gov/diversity.htm)
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." (https://www.samhsa.gov/find-help/recovery)
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
3.7 Knowledge of cultural competency (See information from the Cultural Diversity Committee of the State Council on Alcohol and Other Drug Abuse: https://scaoda.wisconsin.gov/diversity.htm)
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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