

The background features a dark blue night sky filled with various stars and constellations. In the lower-left corner, a stylized illustration of The Little Prince is shown from behind, sitting on a white, cratered planet. He has a large, spiky yellow head and is wearing a green tunic with a yellow belt. A red rose is visible on the planet's surface. A large, golden, ribbon-like shape extends from the planet towards the right, framing the text.

Do I Know You, Do You Know Me?

Bridge Building Through Shared Learning

National Peer Support Day | Lunteren, Netherlands
Monday, 4 December 2023

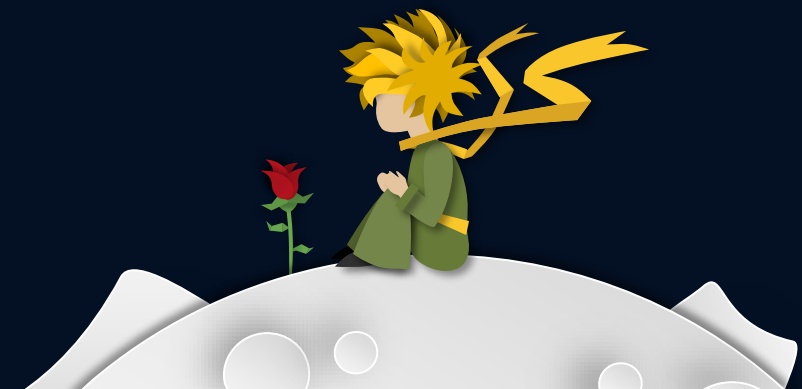
Jonathan P. Edwards, Ph.D., LCSW, ACSW, NYCPS



Greetings from Harlem, New York City

Jonathan P. Edwards. Ph.D., LCSW, ACSW, NYCPS

Social Scientist | Researcher | Change Agent | Peer Supporter | Coach and Facilitator



Program Contents

01 | Welcome and Introduction

Personal recovery informs the work of system transformation

02 | History & Values

Values that underlie peer support practice

03 | Peer Support Workers

What peer support workers can do to support their inclusion in the workplace

04 | The Organization

What management can do to implement peer support work

05 | Growing and Learning Together

Strategies to reduce stigma in the workplace

06 | Summary and Closing

Where can we go from here?

Personal recovery informs the work of system transformation



"Getting up, making the bed, and washing the dishes were three worthy accomplishments! I also gave myself permission to pursue long sought dreams of returning to school to complete my bachelor's degree, and eventually my doctorate, and to express kindness, even if I didn't feel great about the world or myself."



"It is only with the heart that one can see rightly; what is essential is invisible to the eye."

We can share and inspire hope through deeper understanding.

We are not so different; each of our hearts beat

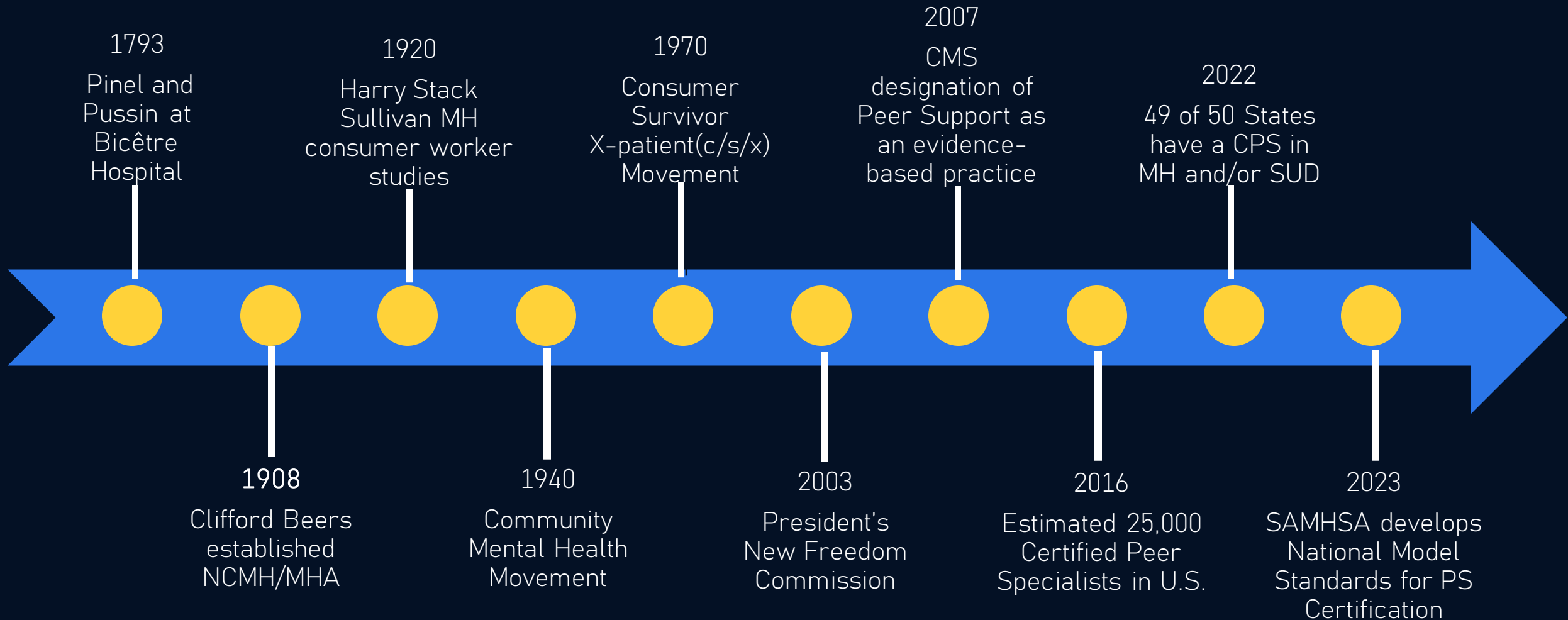
We are all human beings with good and bad experiences, challenges, desires, fears, and goals



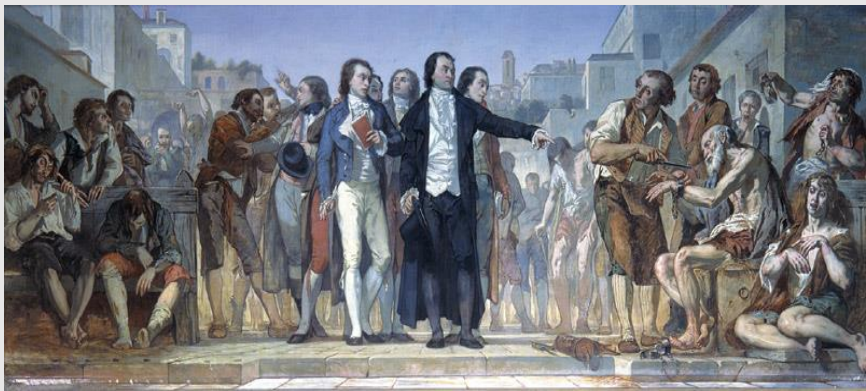
History and
values that
underlie peer
support



Historical Milestones in Peer Support



Examples of Peer Support Across The Globe



Core Values of Peer Support

In addition to SAMHSA's Working Definition and Guiding Principles of Recovery, core values have been ratified by peer supporters across the U.S. as the core ethical values for peer support practice: With 98% agreement among nearly 1,000 peer supporters responding to surveys and participating in focus groups, the following 12 core values were identified and validated as a basis for this work.

1. Peer support is voluntary

7. Peer supporters are honest and direct

2. Peer supporters are hopeful

8. Peer support is mutual and reciprocal

3. Peer supporters are open minded

9. Peer support is equally shared power

4. Peer supporters are empathetic

10. Peer support is strengths-focused

5. Peer supporters are respectful

11. Peer support is transparent

6. Peer supporters facilitate change

12. Peer support is person-driven

What peer support
workers can do to
support their inclusion
in the workplace



What management
can do to effectively
implement peer
support work

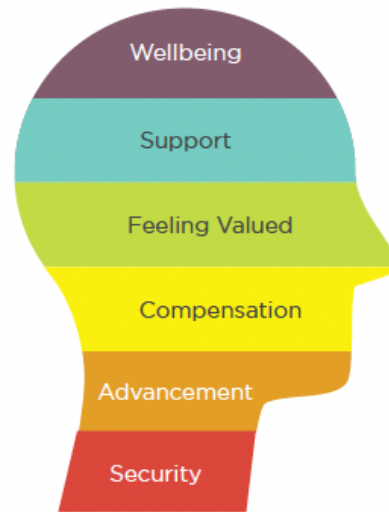


Exploring Job Satisfaction Among Mental Health Peer Support Workers

Job Satisfaction

Among

Mental Health Peer Support Workers



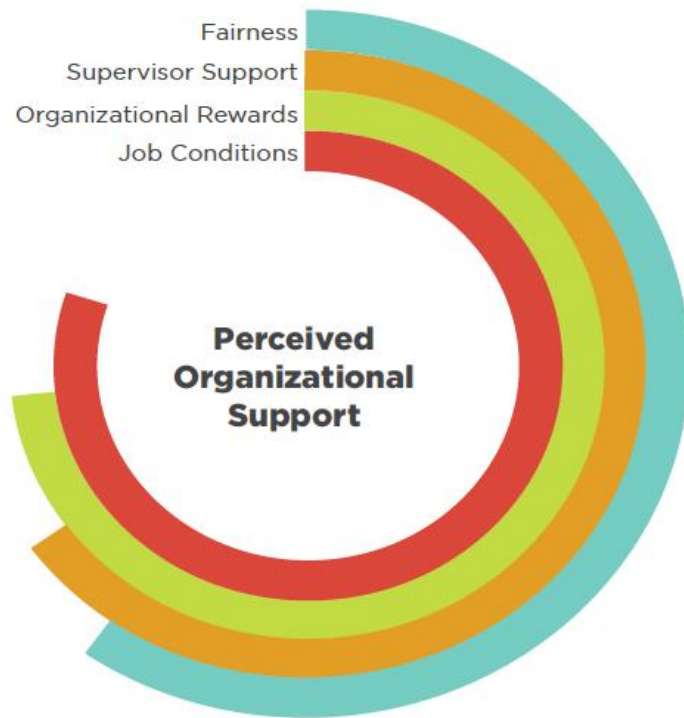
What Contributes to Job Satisfaction?

What Increases Job Satisfaction?



Overall job satisfaction was higher with higher empowerment and greater support from the organization, supervisors, and coworkers.

What can you do as a leader to increase job satisfaction among peer support workers?



What is Perceived Organizational Support?

What Can You Do As a Leader?



* Professional supports include workplace mutual support groups, group supervision, coaching, and professional development

Edwards, J.P., & Solomon, P.L. (2023, July 20). Explaining Job Satisfaction Among Mental Health Peer Support Workers. *Psychiatric Rehabilitation Journal*. Advanced online publication. <https://dx.doi.org/10.1037/prj0000577>

The Five Critical Functions of Supervision

ADMINISTRATIVE	SUPPORTIVE	EDUCATIVE	ADVOCATIVE	EVALUATIVE
Hire staff who meet job qualifications	Build rapport by providing constructive feedback	Explain the big picture; provide context and value of specific role in supporting the mission	Foster good morale and a respectful work environment	Communicate and manage expectations with respect to job performance
Orient staff to organizational structure	Inspire excellence and promote wellness and self-care	Coach staff on methods for engaging and educating participants	Strengthen the practice of peer support by promoting its value	Conduct performance evaluations
Help staff understand practices, policies, and procedures	Utilize a strengths based and trauma-informed approach to help staff problem-solve	Offer relevant training and conference attendance opportunities	Negotiate reasonable work accommodations when appropriate	Address areas needing improvement; progressive discipline

Growing and learning together: Strategies to reduce stigma in the workplace



See a person not a label; we are
healing people not problems

Dr. Patrick Corrigan:
Education, Contact, Protest

Look in the mirror and honest
with yourself

Be open to learning about each other:
Do I know you, do you know me?



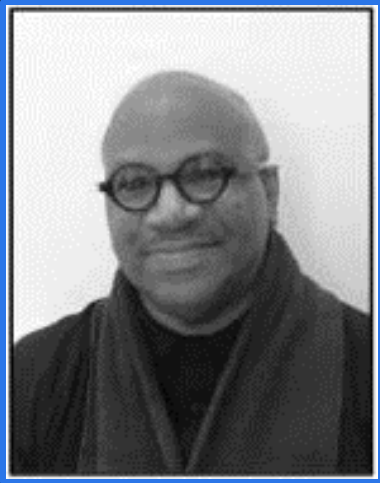
Summary and
Closing: Where can
we go from here?



What does peer support mean to you?



Featured Resource on Supervision of Peer Support Workers



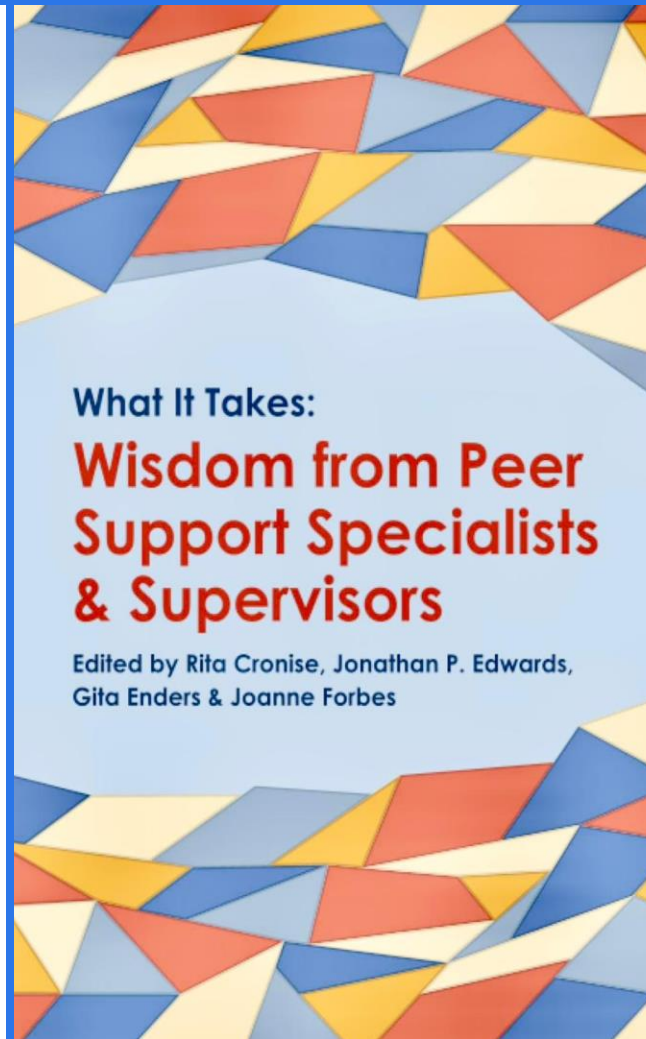
What readers are saying about *"What It Takes"*

"Inspiring and Informative..."

"A Must Read!..."

"The authoritative book on peer support that you need to read..."

"A well-chronicled companion for the aspirational peer specialist service supervisor!..."



What It Takes:
Wisdom from Peer Support Specialists & Supervisors
Edited by Rita Cronise, Jonathan P. Edwards, Gita Enders & Joanne Forbes

Scan **QR** Code or type amzn.to/3WkNL1U in your browser to order your copy and support the National Association of Peer Supporters (N.A.P.S.)!



Publications



Edwards, J. P., & Solomon, P. L. (2023, July 20). Explaining Job Satisfaction Among Mental Health Peer Support Workers. *Psychiatric Rehabilitation Journal*. Advance online publication. <https://dx.doi.org/10.1037/prj0000577>



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Thank you!

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Website coming soon!



sl/c