



Missouri Department of Mental Health Peer Specialist Certification Basic Training Core Competencies



The Missouri Peer Specialist Certification Training Program will give the trainees a full introduction to the following competencies:

❖ **An understanding of their job and the skills to do that job**

- 1) Understand the basic structure of the state mental health system and how it works
- 2) Understand expected Missouri Peer Specialist job activities and Code of Ethics
- 3) Understand the meaning of peer support and the role of Peer Specialists including an understanding of dual relationships
- 4) Understand the difference in treatment goals and recovery goals and how to promote recovery goals/personal life goals
- 5) Be able to help a consumer articulate, set and accomplish his/her personal life goals
- 6) Be able to teach other consumers to create their own Wellness Recovery Action Plan
- 7) Be able to help a consumer combat negative self-talk, overcome fears, and learn how to problem-solve
- 8) Be able to teach other consumers to advocate for the services that they want and to use naturally occurring community supports
- 9) Be able to do the necessary documentation required by the state
- 10) Be able to create and facilitate a variety of group activities that support and strengthen recovery including starting and maintaining self-help/mutual support groups in the community
- 11) Be able to help a consumer create a Person Centered Plan

❖ **An understanding of the recovery process and how to use their own recovery story to help others**

- 1) Understand the five stages in the recovery process and what is helpful and not helpful at each stage
- 2) Understand the role of peer support at each stage of the recovery process
- 3) Understand the power of beliefs/values and how they support or work against recovery
- 4) Understand the basic philosophy and principles of psychosocial rehabilitation to assist consumers with accessing resources and supports in the community
- 5) Understand the basic definition and dynamics of consumer empowerment and self-directed recovery
- 6) Be able to articulate what has been helpful and what is not helpful in his/her own recovery in services and interventions
- 7) Be able to identify beliefs and values that work against recovery
- 8) Be able to use their recovery story as it relates to the peer support relationship as well as the needs of the mental health system in the provision of services.
- 9) Be able to discern when and how much of their recovery story to share with whom

❖ **An understanding of and the ability to establish healing relationships**

- 1) Understand the dynamics of power, conflict and integrity in the workplace
- 2) Be able to ask open ended questions that relate a person to his/her inner wisdom
- 3) Be able to demonstrate an ability to participate in 'healing communication'
- 4) Understand the concept of 'seeking out common ground'

5) Be able to personally deal with conflict and difficult interpersonal relations in the workplace

6) Understand the meaning and importance of cultural competency

7) Be able to interact sensitively and effectively with people of other cultures

❖ **An understanding of the importance of and have the ability to take care of oneself**

1) Understand the dynamics of stress and burnout

2) Understand the role and parts of the Wellness Recovery Action Plan (WRAP)

3) Be able to discuss his/her own tools for taking care of him/herself