

Recruiting the right candidate



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- Before the interview
- Safe space/safe environment
- Questions designed to assess the candidate against each selection criteria
- Questions on : Ability and willingness to use lived experience of mental ill health and recovery appropriately

Orientation



- Orientation is a critical time to ensure role success for both the team and the peer support worker
- Following are now part of the orientation process:
 - Introduction to the Consumer Engagement Unit and the Centre of Excellence in Peer Support
 - Meet other Peer Practitioners at Mind
 - Training - 5 day Mind peer training
 - An understanding of who is who at Mind
 - Invitations to group peer supervision
 - Introduction to the team ensuring the team understands the role of the peer practitioner – before and after the peer worker begins

Supervision



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Areas relating to supervision which are considered helpful:

- Supportive arrangements and practices with managers
- Promote and encourage the team to use the Peer Practitioners for secondary consultations
- Regular supervision and more frequent supervision during the first six months
- Everyday stresses not necessarily being interpreted through a mental health lens
- Address misconceptions in their team surrounding peer support work and dispelling the myth of fragility
- Discussion about professional development opportunities for career growth and identifying career pathways

Peer Supervision - Peer Coach



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Peer Practitioners have identified a number of areas relating to peer mentoring which would have been helpful:

- The need for peer to peer supervision to be embedded in standard practice at Mind
- Opportunity to 'shadow' experienced Peer Practitioners
- Support to build peer networks and for Peer Practitioners to be connected with others in their region of work
- Discussion about professional development opportunities for career growth and identifying career pathway
- Sufficient training surrounding self-care

Peer Supervision



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“I missed one session, and then made a point of coming to the rest, because I could see the difference it made in my practice”

“Reflective practice is great and I have found them interesting to listen to others conversations and compare them to my own practice”

“Hearing other peers’ experience is valuable”

Training for Managers



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- Recruiting the right person
- Commencing in the Role
- Team dynamics and culture
- Professional Development

Training for Managers



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“We have just employed a peer worker so timing was perfect and relevant”

“This [training] will assist me to recruit and support peer practitioners and hear perspectives from a peer practitioner”

Increase positive profile of Peers



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- Offer profiles of Peer Practitioners via mediums such as video clips on intranet and Mind you tube channel
- Offer opportunities to speak at Mind forums
- A learning module on the Mind learning tab which outlines the role, history and profile of peer support work
- A monthly update on the internal newsletter

Questions



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