



# **Empower Idaho 2022**

## **Peer Support Conference Series**

*Best Practices for Workplace and Client Communication*

July 22, 2022

# ***Welcome!***

**For questions and assistance, email one of our team members:**

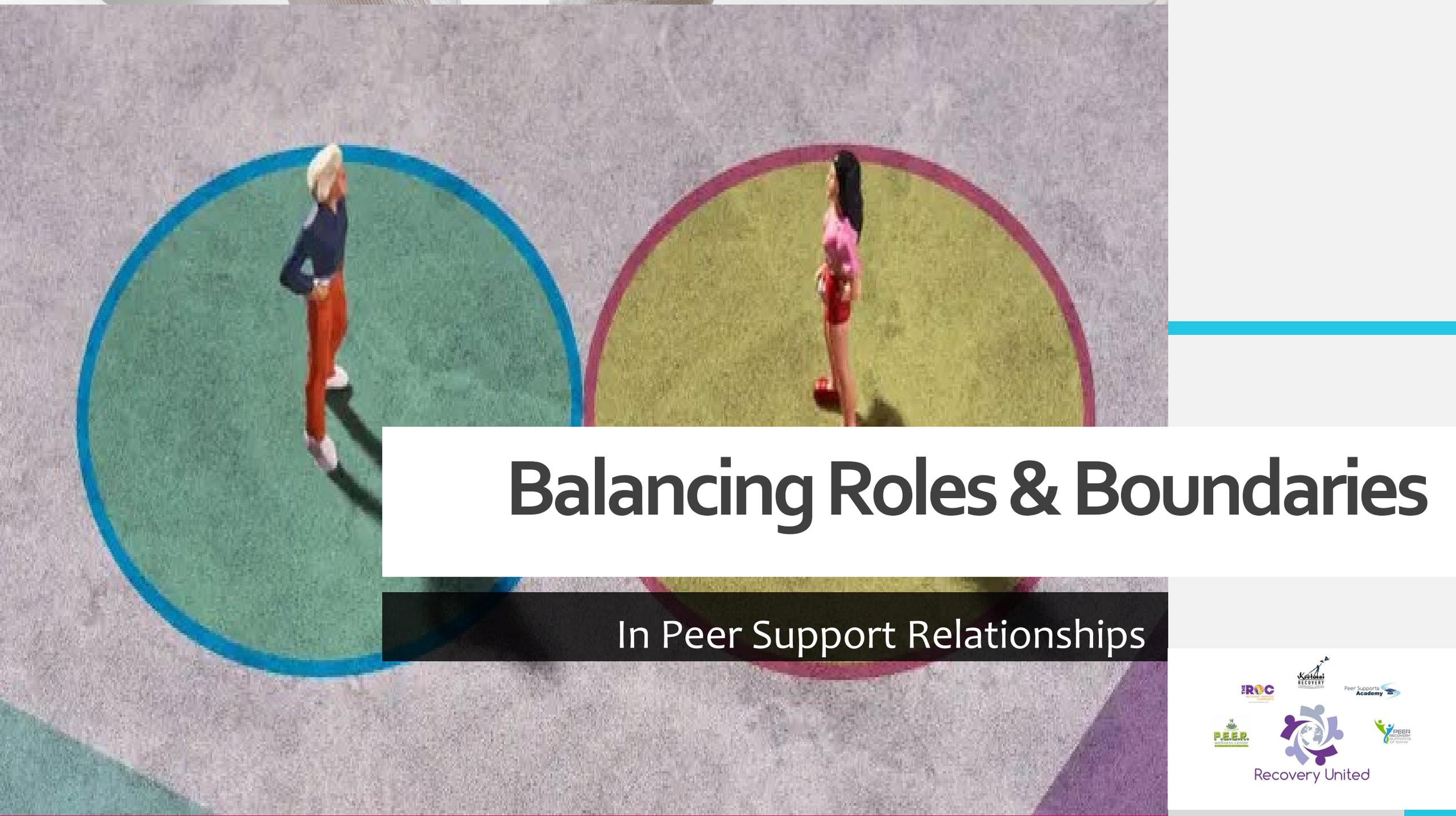
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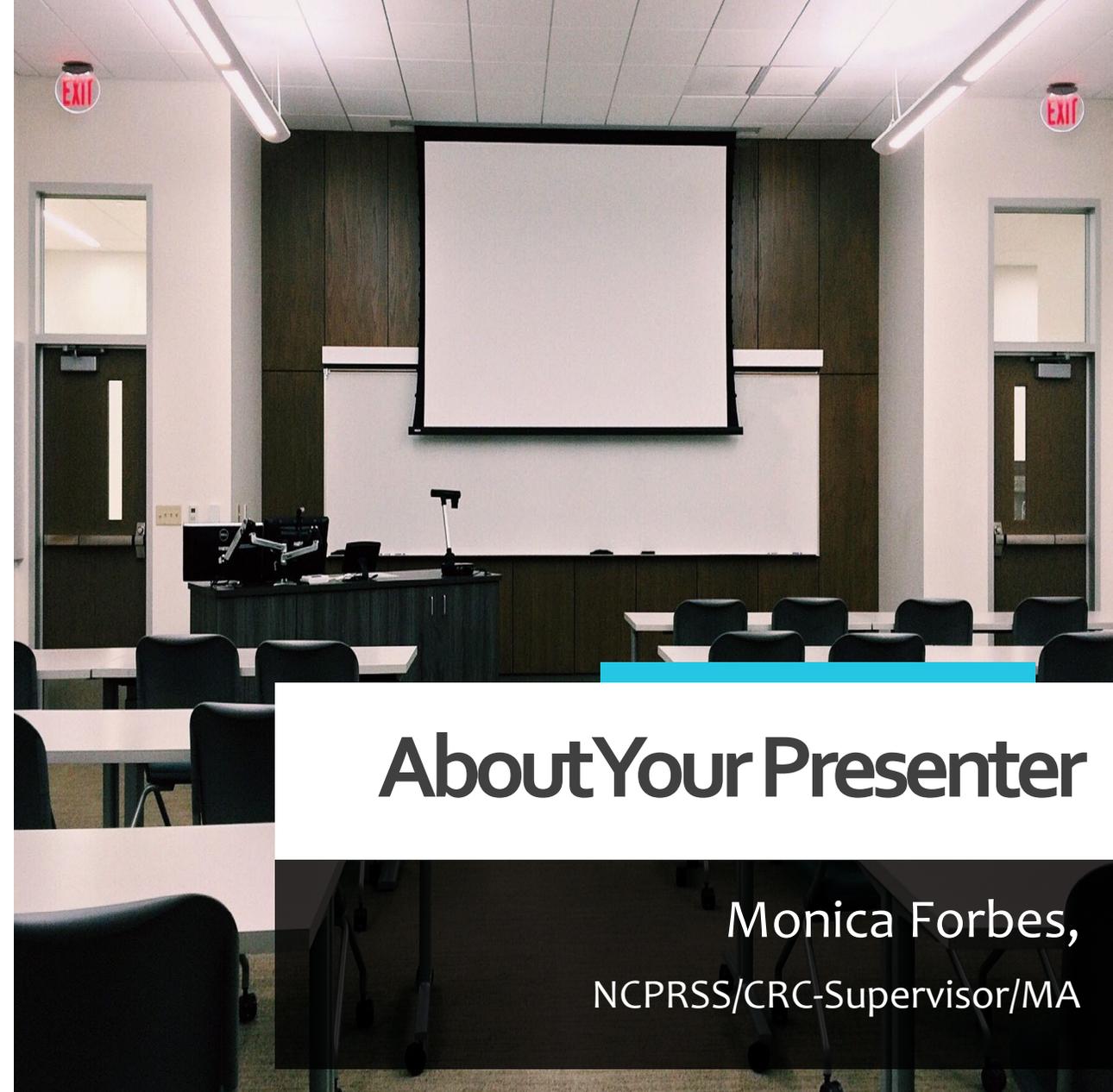


# Balancing Roles & Boundaries

In Peer Support Relationships



- Person in long term recovery
- Nationally Certified Peer Recovery Support Specialist
- Certified Recovery Coach – Supervisor
- Certified NIDA Addiction Policy Forum Trainer
- CRAFT Trained Interventionist
- Founder of PEER Wellness Center and CEO of Recovery United, Inc.



## About Your Presenter

Monica Forbes,  
NCPRSS/CRC-Supervisor/MA





# Learning Objectives

## Balancing Roles & Boundaries in Peer Support Relationships

- Exploring complex boundary and dual relationships in peer support relationships
- Applicable Peer Support ethics considerations and standards
- Practical strategies for peer support relationships





# Exploring complex boundary and dual relationships in peer support relationships

What is our role? What are our boundaries?



# What is Peer Support?

Peer support involves rich and complex relationships that are like but also very unlike conventional “therapeutic” relationships. They rely on the mutuality and reciprocity of equals who share similar but not identical experiences.

## Role of Peer Support Worker:

- Peer support is an intentional relationship between people who can understand and deeply appreciate how they are “like” each other.
- Peer relationships support transformation and growth for people with shared life experience.
- Peer support is an important component of one’s recovery; it demonstrates hope, optimism & self-responsibility in a relationship between

- Peer support provides opportunities for people to “give back” & support others in what Shery Mead calls: **mutual empowerment**.
- Peer Support is an integral part of supporting recovery!





# What is Peer Support?

Peer support  
relationships

sol·i·dar·i·ty

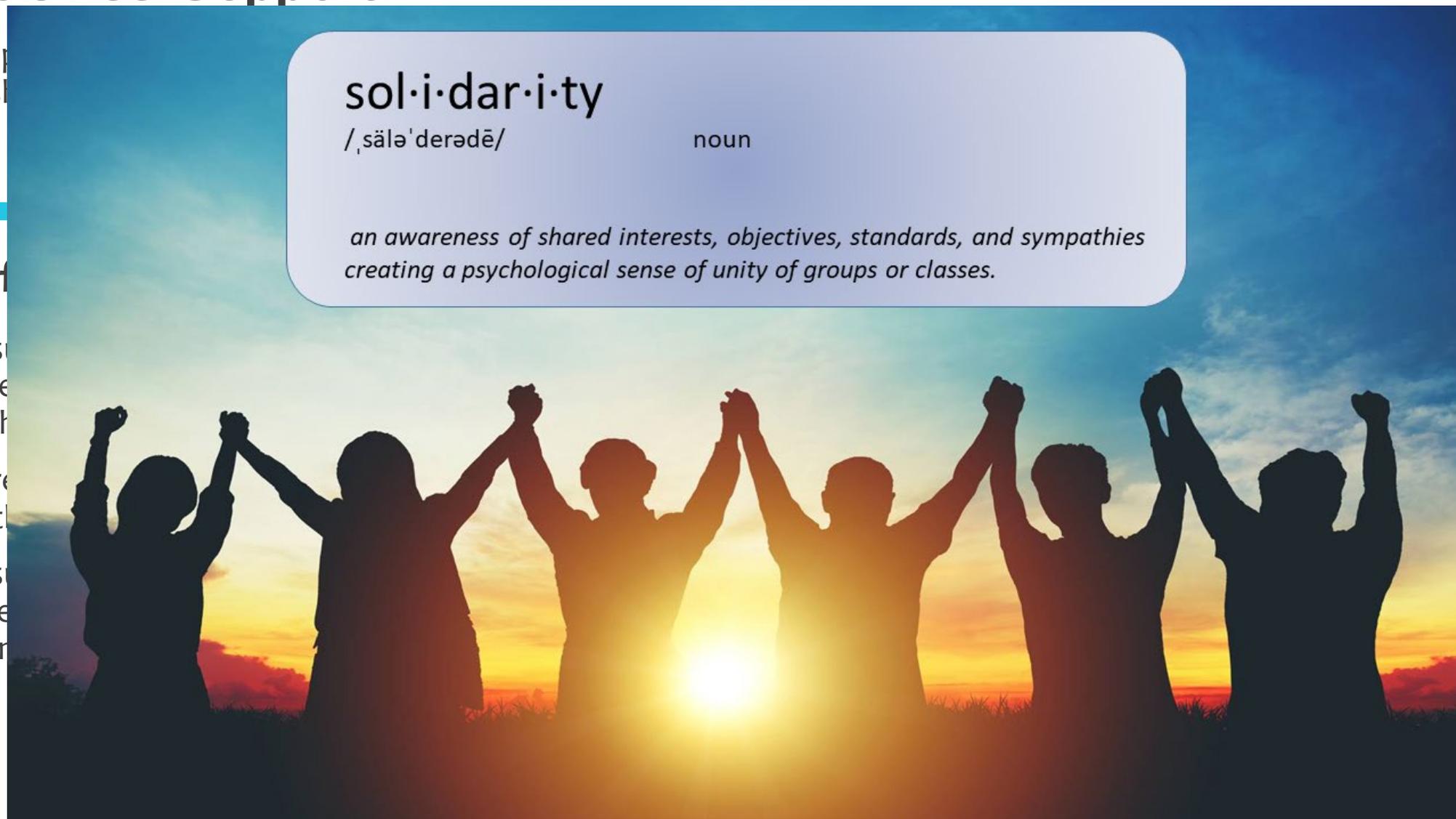
/ˌsäləˈderədē/

noun

*an awareness of shared interests, objectives, standards, and sympathies creating a psychological sense of unity of groups or classes.*

## Role of

- Peer support helps people understand how they can help others
- Peer relationships promote personal growth
- Peer support helps people recover and respond



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# Exercise:

Share a situation where your self-disclosure to a client helped build “solidarity” and the peer-to-peer relationship

Share a situation where your self-disclosure to a client did not help the client/was not in the client’s best interest

How would effective boundaries have helped prepare for this?





# What are boundaries?

And why are they important in relationships?

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## Definition of “boundaries”:

bound-a-ry

*Noun*

*Plural noun: boundaries*

- A line that marks the limits of an area, a dividing line.

Source: Oxford Dictionary



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## “Boundaries” in professional relationships:

Boundaries in support relationships are the conditions that “limit” and/or prohibit behaviors to ensure safety, comfort, privacy and reliability.



**“The conditions that provide a framework for peer support relationships are varied and flexible based on articulated wishes and preferences of the people in the relationship. With the exception of a prohibition against exploitation and behaviors that harm others, including sexual intimacy, the conditions that guide interaction are not reducible to simple rules of engagement or conduct.”**

Why peer support roles and boundaries can be “muddy”



# Applicable Peer Support ethics considerations and standards

L



# What do our Peer Support Ethical Guidelines say about boundaries?

NAADAC Code of Ethics for Peer Support Specialists

## As a Peer Support Specialist, I will:

- 17. Clearly explain my role and responsibilities to those serve.
- 18. Terminate the relationship with a person(s) served when services appear no longer of benefit and to respect the rights of the person served to terminate services at his/her request.
- 19. Request a change in my role as a NCPRSS with a person being served if the person served requests a change.
- 20. Not engage in sexual activities or personal relationships with persons served in my role as a NCPRSS, or members of the immediate family of person(s) served.
- 21. Set clear, appropriate, and culturally sensitive boundaries with all persons served.
- 22. If at any point I feel I am unable to meet any of these requirements, I will immediately cease performance as a Peer Recovery Support Specialist and seek professional assistance.



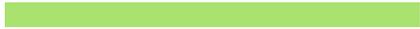
# What do our Peer Support Ethical Guidelines say about boundaries?

Idaho Recovery Coach Code of Ethics & Professional Conduct



## As a Peer Support Specialist, I will:

- 8. Certified Peer Support Specialists never engage in sexual/intimate activities with colleagues or those they serve.
- 9. Certified Peer Support Specialists do not accept gifts of significant value from those they serve.
- 10. Certified Peer Support Specialists do not enter into dual relationships or commitments that conflict with the interests of those they serve.





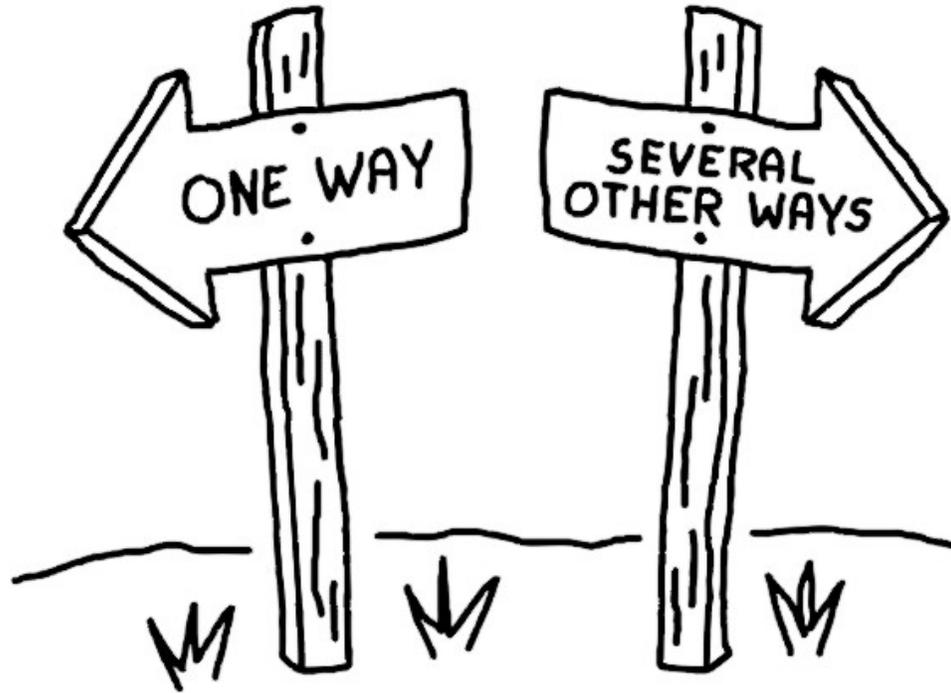
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gray area



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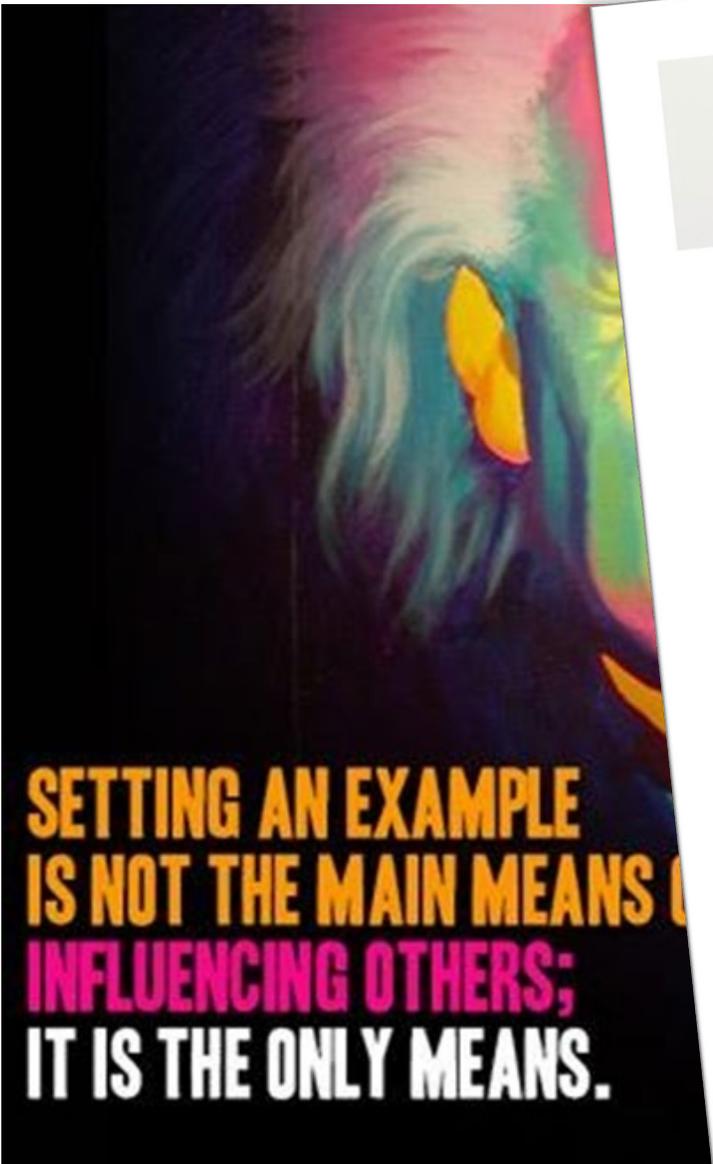
## The Grey Area

What do I do in situations not obviously addressed in my agency's Policies & Procedures or my professional Code of Ethics?



# Exercise

What are some examples of “dual relationships” or unethical boundaries ?



**YOU BEST TEACH OTHERS ABOUT HEALTHY BOUNDARIES BY ENFORCING YOURS**

BRYANT H MCGILL  
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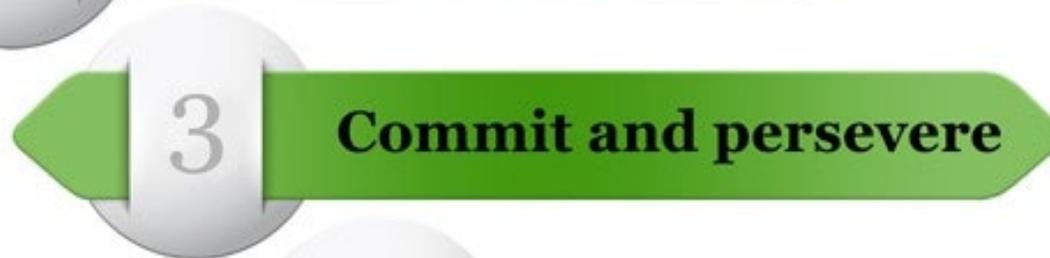
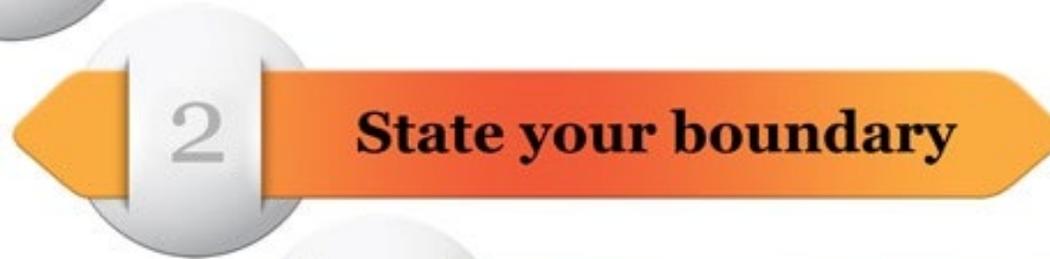


# Practical strategies for peer support relationships

Bringing it all home



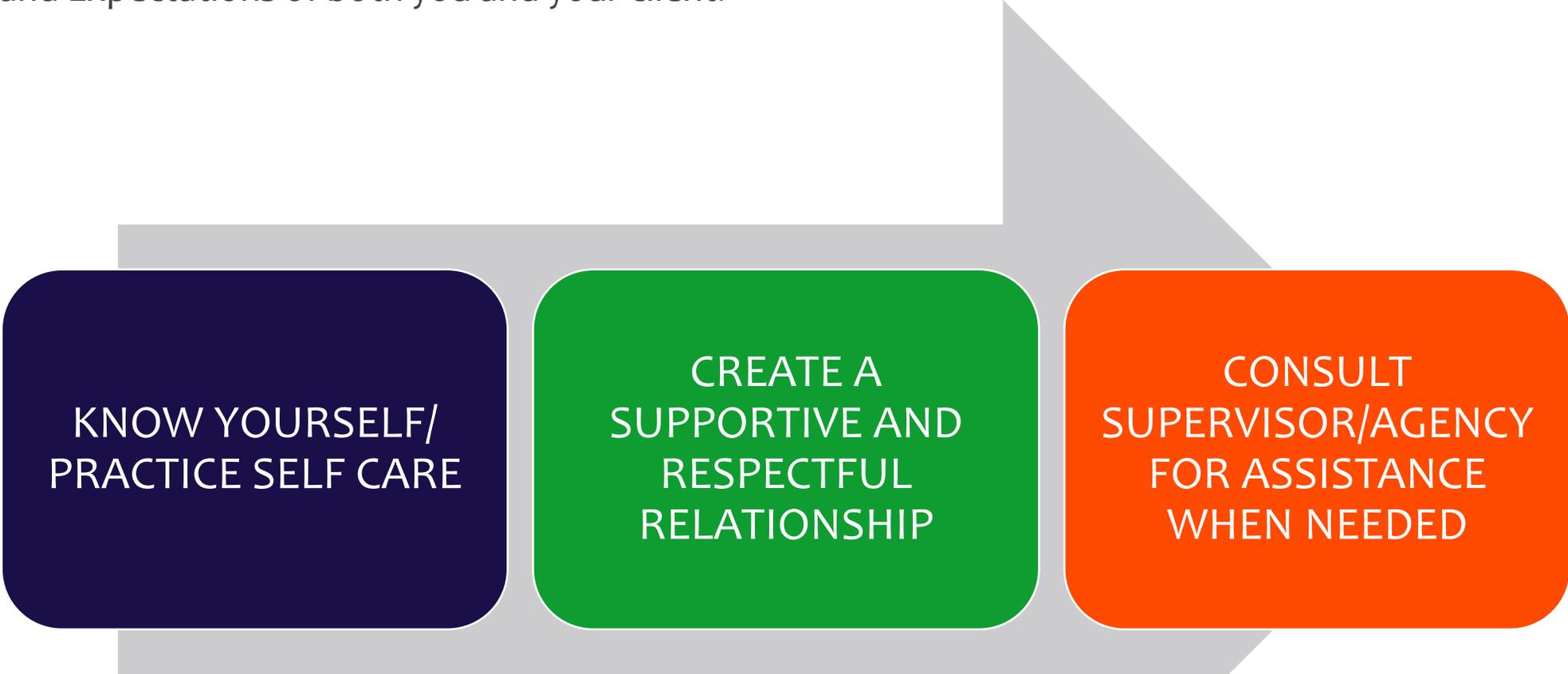
# Phases of Setting a Boundary





# Creating the Partnership

Foundation and Expectations of both you and your client.





# Thank You

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