

SEEPS Reflective Tool for Peer Support & Supervision

This self-guided reflective tool is an adaptable professional development resource for both Peer Support Specialists (PSSs) and supervisors, informed by the Skills for Expanding Expertise in Peer Support (SEEPS) **skills and challenges**.

Created by and for people with lived experience working in near-age young adult peer support, this three-part tool may be used by PSSs and Supervisors individually and/or together to reflect on skills and strengths, explore support needs, collaborate, and plan for areas of growth.

Part 1: PSS Reflection Survey

Self-survey for peer support practice reflection focused on the SEEPS core skill areas for PSSs.

Part 2: PSS Reflective Support Plan

Guided plan for exploring growth and building support as a PSS.

Part 3: Supervisor Support Plan

Guided reflective plan for Supervisors to build support with and for PSSs.

PSS Reflection Survey

Select the response to each statement that applies best to your current work and relationships as a Peer Support Specialist.

1. Having experiences in common—not only mental health-related; including shared identities, hobbies or interests.

Strongly Disagree Disagree Neutral Agree Strongly Agree

We connect over shared experiences, identity and/or interests.

I have experienced similar mental health and other life challenges as my clients.

I share cultural understanding of where my clients are coming from and/or I am willing to learn from them.

2. Trustworthiness: Authentic and nonjudgmental.

Strongly Disagree Disagree Neutral Agree Strongly Agree

I create a space that is open and non-judgmental for my clients.

I'm clear about my boundaries, including around sharing from my own experiences.

I feel confident discussing and/or learning about client experiences & topics that I haven't experienced.

3. Rapport: Builds connection to provide comfort and ease.

Strongly Disagree Disagree Neutral Agree Strongly Agree

I've built positive connections with clients.

I make clients feel comfortable in our conversations.

My clients know that I care about them and what they're going through.

4. Understanding: Provides validation and empathetic and perspective.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I listen actively and seek to understand what's important to them.					
I provide validation and empathy.					
I'm able to gain perspective and see things from each person's point of view.					

5. Role Clarity

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I have the skills and knowledge to do and describe my job.					
I have access to resources and training needed for my work.					
The work that I do aligns with my understanding of the PSS role.					

6. Perception that my work has had a positive impact on clients

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I have supported clients to feel less alone or isolated.					
I have supported clients in identifying and communicating their needs and/or goals.					
I have helped clients feel more engaged, involved or connected in their communities.					

7. Power dynamics: Feeling like peers in the PSS relationship.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I empower clients to express their own thoughts and ideas.					
I have mutual respect in my relationships with clients.					
I center my clients' thoughts, needs and opinions in our conversations.					

PSS Reflective Support Plan

What area/s from the reflection survey do you feel most confident about?

What area/s of growth would you like to focus on or need more support around? Identify 1-2.

1)

2)

What are 1-2 steps you can take over the next month to grow in these areas?

1)

•
•

2)

•
•

What types of support would you like to receive in these areas—from whom, how and when? (check all that apply and provide details)

- Professional development and training opportunities
- Support with team collaboration and staff understanding of the PSS role
- Community resources
- Specific areas of education
- Topics of focus for supervision
- Learning collaboration and opportunities to connect with other PSSs
- Other?

What additional resources or things would you need to accomplish these growth steps?

How can you reflect on these actions over the next month?

- Revisit the self-reflection tool?
- Check in with your supervisor?
- Document your experiences, growth or goals?
- Other actions?

Describe.

Supervisor Support Plan

What support and/or knowledge areas do you feel most confident about as a PSS supervisor?

What additional types of support could you provide as a supervisor in the following areas? (check all that apply and provide details)

- PSS professional development and training opportunities
- Support with team collaboration and staff understanding of the PSS role
- Community resources
- Specific areas of education for PSS
- Self and team education related to peer support
- Changes to supervision
- Focus on topics identified by PSS
- Seeking/facilitating learning collaboration and opportunities to connect with other PSSs
- Collaboration and connection with other PSS supervisors
- PSS wellness and burnout prevention
- Other?

What are 1-2 steps you can take over the next month to increase support in these areas?

What additional resources or things would you need to increase this support for yourself and the PSS?

How can you create accountability and growth in these areas over the next month?

- Check in with your PSS?
- Co-create goals to increase support?
- Co-document your experiences, growth or goals?
- Revisit the reflection tool?
- Other actions?