

**Embrace Your Calling
as Peer Trainers & Mentors**
through the Wellness of Your Peers



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Do you love your work as a peer support professional?

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Are you curious about what else you can do with your lived experiences?

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Let's talk about training the next generation of Peer Support Professionals!!!

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BEING A TRAINER

Requires one being –

1. Advanced in knowledge and skills around topic being presented
2. Knowledgeable of the content they are using
3. Comfortable with basic public speaking skillsets
4. Able to provide updated content to meet the immediate needs of the learners
5. Able to end the relationship when the training ends

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BEING A PEER TRAINER

Requires one being –

1. Comfortable connecting with their learners on a personal level
2. Discussing recovery both personally and professionally
3. Able to formally train incoming peer support professionals
4. Observant of learners and their ability to work through their own wellness journeys while offering support
5. Able to mentor, support, and empower all learners beyond the end of class

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WHAT'S THE DIFFERENCE

In Peer Support Training:

- ▶ The trainer is actually the mentor moving through their learner's careers
- ▶ Each trainer is building their mentees with every Peer Support Class they instruct
- ▶ The training focuses on internal healing, trust in the group, and holding space for everyone's recovery status
- ▶ Learners are given time to process what they took in and acknowledge how it is impacting their current space in wellness

In Professional Training:

- ▶ The trainer only instructs the specific topic and is not always savvy to why their participants need the training to begin with
- ▶ There is minimal ability to steer off topic or elaborate on content
- ▶ Trainers rarely have the capacity or understanding surrounding the learner's response to content limiting one's ability to process situations in class as a group learning moment

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STYLE & DELIVERY
MAKE IT YOUR OWN

- Since recovery is uniquely personal – what we draw from as trainers differs by person; my lived experience may be similar, but my interpretation is my own.
- In the classroom, Peer Trainers rely heavily on group participation as a way to personalize the delivery and content understanding to each learning community

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STYLE & DELIVERY
MAKE IT YOUR OWN

- Use multiple teaching styles to honor and include the very diverse group of learners and their individual learning styles
- Use “pause” to encourage dialogue and participant discussion beyond course content for best application in the moment
- Be creative in all of your offerings because recovery didn't come from a box

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PEERS ALREADY HAVE THE SKILLS TO TRAIN
THE THREE P'S

- ▶ Personality
 - ▶ Inflection/Tone of Voice
 - ▶ Visual Contact
 - ▶ Enthusiasm within content
 - ▶ Authenticates content with experiences & practical application
 - ▶ Sense of Humor
- ▶ Professionalism
- ▶ Patience

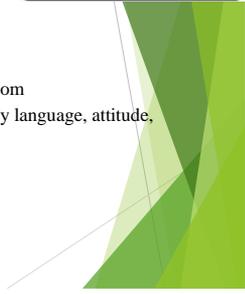




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PEERS ALREADY HAVE THE SKILLS TO TRAIN
THE THREE P'S

- ▶ Personality
- ▶ Professionalism
 - ▶ Gauge the mood in the room
 - ▶ Appearance (clothes, body language, attitude, self-confidence)
 - ▶ Confidence of Content
- ▶ Patience





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PEERS ALREADY HAVE THE SKILLS TO TRAIN
THE THREE P'S

- ▶ Personality
- ▶ Professionalism
- ▶ Patience
 - ▶ Be understanding and attentive
 - ▶ Handle the unexpected calmly and effectively

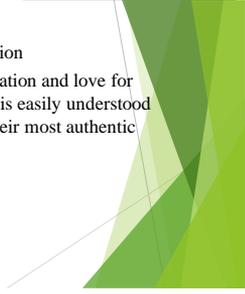




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PEERS ALREADY HAVE THE SKILLS TO TRAIN
ORGANIZATIONAL SKILLS

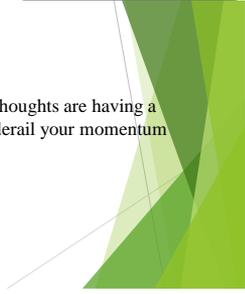
- ▶ Planning & Preparation
 - ▶ Your journey is the preparation
 - ▶ Planning is using the preparation and love for helping others in a way that is easily understood and empowers them to be their most authentic selves
- ▶ Internal
- ▶ Inclusiveness



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PEERS ALREADY HAVE THE SKILLS TO TRAIN
ORGANIZATIONAL SKILLS

- ▶ Planning & Preparation
- ▶ Internal
 - ▶ Your demons and negative thoughts are having a heyday right now trying to derail your momentum
 - ▶ Let it happen, then let it go
- ▶ Inclusiveness



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PEERS ALREADY HAVE THE SKILLS TO TRAIN
ORGANIZATIONAL SKILLS

- ▶ Planning & Preparation
- ▶ Internal
- ▶ Inclusiveness
 - ▶ The most important part of the helping relationships



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PEERS ALREADY HAVE THE SKILLS TO TRAIN
COMMUNICATION SKILLS

- ▶ Active Listening
 - ▶ Are you listening to respond?
 - ▶ Are you listening to understand?
- ▶ Reflective Listening
 - ▶ So what I hear you saying is...
 - ▶ Clarification

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PEERS ALREADY HAVE THE SKILLS TO TRAIN
COMMUNICATION SKILLS

- ▶ Nonverbal
 - ▶ Posture
 - ▶ Body movement
 - ▶ Facial expressions
- ▶ Presence
 - ▶ Stay in the moment and avoid distractions

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PEERS ALREADY HAVE THE SKILLS TO TRAIN
AN AMAZING RECOVERY STORY

- ▶ Builds community
- ▶ Validates where the learners have come from
- ▶ Offers empathy to the learners
- ▶ Gifts empowerment to your learners

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PEER TRAINERS GO A STEP FARTHER BY MENTORING BEYOND THE CLASSROOM

- ▶ There's a lot of benefit to be had when having a mentor
- ▶ Offer lived experiences
- ▶ Better understanding of why things are happening
- ▶ Support through decision making and solution application

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PEER TRAINERS GO A STEP FARTHER BY MENTORING BEYOND THE CLASSROOM

Mentor Skills

- ▶ Helps set big picture goals and smaller goals to get there
- ▶ Develops the relationship through trust and respect
- ▶ Maintains accountability and pushes mentees toward progress
- ▶ Coaches by sharing experiences and perspectives
- ▶ Offers and accepts constructive actionable feedback
- ▶ Maintain boundaries and confidentiality
- ▶ Meets often and follows up

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PEER TRAINERS GO A STEP FARTHER BY MENTORING BEYOND THE CLASSROOM

The Benefits

- ▶ Increase Camaraderie
- ▶ Improves the onboarding processes
- ▶ Attract skilled talents
- ▶ Increase employee wellbeing and engagement
- ▶ Increase in skill building and mentee/mentor confidence

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PEERS ALREADY MENTOR OTHERS
LIFELONG LEARNERS

- ▶ Recognizing one's own personal interests and goals
- ▶ Make and keep an ongoing list of what you would like to be able to do
- ▶ Identify how you would like to get involved in those things and resources available to do so
- ▶ Structure ongoing learning goals into your life
- ▶ Make the commitment to passionately learn, and teach others to do the same
- ▶ Develop professionally and personally

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PEERS ALREADY MENTOR OTHERS
TEACH, COACH, MENTOR, & CRITIQUE

- ▶ Be Nurturing & Genuine
- ▶ Pep Talks
- ▶ Problem Solving
- ▶ Polishing Skills
- ▶ Modeling Recovery
- ▶ Encouraging Growth
- ▶ Offer Honest Feedback
- ▶ Develop New Skills
- ▶ ALWAYS STAY CURIOUS

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INVEST IN THE WELLNESS OF YOUR PEERS

- ▶ Your first day/first year in the field
 - ▶ The fear that felt like a rock in your stomach
 - ▶ The constant floundering every time you were tasked with something you'd never done before
 - ▶ That you've been where your mentees currently are; and who better to empower them along their journey
 - ▶ Your mentees, just like you, have struggled to see their worth
- HELP THEM BELIEVE THEY'RE ENOUGH!!**

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INVEST IN THE WELLNESS OF YOUR PEERS

- ▶ Peer Learners join us at a place in their wellness journeys that cause them to focus on the next in line for recovery; giving back
- ▶ It's not the trainer's job to fix anyone
- ▶ It's the trainers job to teach the tools that support wellness, recovery, and growth. This includes how to be self-empowered and expand their internal process that no one else controls in their wellness journeys but them
- ▶ As mentors we remind our mentees that they're always evolving in their journeys of wellness, recovery, and hope

TEACH EMPOWERMENT!!

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INVEST IN THE WELLNESS OF YOUR PEERS

- ▶ Encourage reflective therapy when joining the helping field
- ▶ Offer group supervision to your peer team
- ▶ Encourage team camaraderie
- ▶ Encourage career advancement
- ▶ Promote self-care
- ▶ Offer coaching & incident debriefings
- ▶ Encourage mental health days and scheduled PTO to promote recovery and maintain wellness

REMINDE THEM THEY HAVE TO BE WELL TO HELP!!

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<p>Intro to Peer Support</p> <p>Have you experienced and recovered from trauma, addiction, or mental illness? Do you have you supported a partner, child, or member of your immediate family in their recovery? Use these lived experiences to help others! Next Class begins Saturday, July 16th.</p>		<p>Hire, Supervise, & Retain Your Peers</p> <p>Learn the do's and don'ts of Peer Support Supervision, how to offer support without counseling, how to develop strong peers by playing on their strengths and using their skills to support the team, clients, and communities as a whole. Are you ready to confidently supervise your team's PSPs? Next training is June 23rd-28.</p>	
<p>Train the Trainer (T3)</p> <p>Training to prepare active peer support professionals to train their ongoing peer team members and microcounseling, and by using the state approved Alaska Behavioral Health three-hour training. Learn how to make the class your own while holding true to the content and desired outcomes. Next five day training is June 22-24, from 9-5.</p>		<p>ACBHC Application Support</p> <p>Join us for additional support completing your ACBHC Certification application. We will review the application page for page, answer burning questions, and assist in turning in a completed application to the ACBHC Commission. 2nd Monday & Last Thursday EVERY Month</p>	

LEARN MORE BY JOINING US FOR A TRAINING

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Fourteen Years Working in Peer Support
Almost 600 Trained Peers in Alaska
Author, Advocate, & Mentor