

IC&RC Peer Recovery Skills Domains

DOMAIN 1: Advocacy

- A. Identify strategies for relating to the individual as an advocate.
- B. Recognize opportunities for advocacy within systems to promote person centered recovery/wellness support services.
- C. Explain to the individual their rights and responsibilities.
- D. Apply principles of individual choice and self-determination in advocacy.
- E. Explain the importance of self-advocacy as a component of recovery/wellness.
- F. Use person-centered language.
- G. Recognize strategies for effective communication.
- H. Differentiate between the types and levels of advocacy.
- I. Provide links to resources.
- J. Identify multiple pathways of recovery/wellness. (e.g., individual, systemic, self-advocacy).
- K. Recognize holistic approaches to recovery/wellness. (e.g., mind, body, spirit, environment)

DOMAIN 2: Ethical Responsibility

- A. Recognize risks that may affect the individual's welfare and safety.
- B. Respond to personal risk indicators to assure welfare and safety.
- C. Report personal issues that may impact on the ability to perform job duties.
- D. Report abuse or neglect to appropriate authority.
- E. Discuss the individual's satisfaction with their progress.
- F. Maintain documentation and collect data as required by your role.
- G. Demonstrate compliance with responsibilities and limits of role.
- H. Apply fundamental principles of cultural awareness (e.g., attunement, competency, humility)
- I. Demonstrate compliance with confidentiality and privacy policies.
- J. Maintain professional and ethical boundaries.
- K. Apply techniques in response to crises and emergency situations.
- L. Use organizational/departmental chain of command to address or resolve issues.

DOMAIN 3: Mentoring and Education

- A. Recognize the importance of self-care.
- B. Establish a peer-to-peer relationship rather than a hierarchical relationship.
- C. Recognize when to self-disclose or share.
- D. Employ strategies to support the development of healthy behavior that is based on self-directed choice.
- E. Describe skills needed to self-advocate.

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- F. Support the individual in identifying and establishing healthy relationships.
- G. Recognize strategies to build rapport.
- H. Support the individual's development of effective communication skills.
- I. Support the individual's development of conflict resolution skills.
- J. Support the individual's development of problem-solving skills.
- K. Apply principles of empowerment.
- L. Discuss resource options for community support and professional services.

DOMAIN 4: Recovery/Wellness Support

- A. Support the individual with setting goals.
- B. Recognize that there are multiple pathways of recovery/wellness.
- C. Assist the individual to identify and build on their strengths and resiliencies.
- D. Utilize coaching techniques. (e.g., motivational interviewing, active listening, empathizing, healthy boundaries)
- E. Recognize stages of change.
- F. Recognize stages of recovery/wellness.
- G. Recognize signs of crisis or distress.
- H. Demonstrate effective utilization of tools for outreach and continued support.
- I. Assist the individual in identifying support systems.
- J. Assist the individual in identifying basic needs.
- K. Practice a strength-based approach to recovery/wellness.
- L. Apply peer-to-peer supportive group facilitation techniques.
- M. Recognize the impact of trauma and link individuals to appropriate resources.
- N. Recognize co-occurring and mental health disorders and link individuals to appropriate resources.

DOMAIN 5: Harm Reduction

- A. Recognize principles of harm reduction in SUD and mental wellness.
- B. Provide tools and strategies to reduce harm and negative consequences.
- C. Discuss harm reduction strategies and readily available resources (e.g., recognizing patterns and behaviors, stages of change).
- D. Provide overdose prevention education and link to resources (e.g., naloxone, community resources, testing strips).
- E. Identify resources for ancillary/wraparound services.
- F. Practice self-awareness of personal beliefs and biases towards harm reduction.
- G. Identify alternative approaches that do not seek to prevent or end substance use.