



CENTRE FOR INNOVATION IN PEER SUPPORT

**Preparing for Employment & Peer Support Certification:
A Reflective Practice & Readiness Toolkit**

PEER SUPPORT CORE VALUES WORKSHEET

Purpose:

This tool is designed to support your reflection on Peer Support Canada's National Certification Handbook and the Practice Standards. This worksheet invites you to explore how your lived or living experience, values, knowledge, skills, and practice align with the National Practice Standards and Peer Support Canada certification process and employment readiness. Use what feels meaningful—this is a personal reflection tool.

Reference: Peer Support Canada (2023). National Peer Support Certification Handbook

Peer Support Core Values in Practice

- **Core Values:** Reflect on how you demonstrate the Core Values of Peer Support in your relationships and practice

Reminder

The values of peer support guide all aspects of practice and are reflected across the National Practice Standards and certification process. Demonstrating alignment with these values is about how you show up in relationships, decisions, and reflection—not perfection.

Self-Reflection Questions:

1. How do I demonstrate hope and a recovery-oriented approach in my work?
2. How do I support self-determination and choice?

3. How do I build empathetic, respectful, and equal relationships?
4. How do I act with integrity, maintain trust, and uphold confidentiality?
5. How do I support whole-person health and wellness?
6. How do I continue learning and growing in my practice?

Peer Support Practice Applied Skills Worksheet

Hope, Recovery & Self-Determination

Scenario:

A peer you support tells you they want to stop attending treatment appointments because they feel they are not helping. Other members of their care team are concerned and ask you to encourage them to continue.

1. How would you honour the person's right to make their own decisions while also supporting them to fully explore the possible impacts of stopping treatment?
2. What peer support values and principles would guide your response when the person's wishes differ from the concerns of the care team?
3. How could you foster hope and support informed decision-making without directing, persuading, or taking responsibility for the choice the person makes?

Scenario:

A peer shares that their mental health has improved significantly over the past few months, and they are feeling more hopeful about their recovery. However, they are currently experiencing housing instability, increasing social isolation, and concerns about their physical health. They tell you that while their mental health is better, these other challenges are making it difficult to move forward and focus on their goals.

1. What does this situation reveal about the connection between mental health, overall wellness, and a person's quality of life?
2. How might you help the peer identify strengths, resources, and past successes that could support their vision of recovery and wellness?
3. How can peer support promote hope, empowerment, and self-directed action without taking responsibility for solving the person's challenges?

Empathy, Equality & Respect

Scenario:

During a conversation, a peer shares beliefs, values, and life experiences that are very different from your own. Some of their comments make you uncomfortable and challenge your personal assumptions. While the peer is not placing anyone at risk, you notice yourself having emotional reactions and finding it difficult to remain fully present in the conversation.

1. How would you ensure the peer feels respected, heard, and supported when their beliefs or values differ significantly from your own?
2. What personal biases, assumptions, or emotional reactions might affect your ability to remain non-judgmental, and how would you manage them?
3. How can cultural humility, respect, and mutuality strengthen peer support relationships when differences arise?

Integrity, Boundaries & Trust

Scenario:

Over the past several months, you have built a strong and trusting relationship with a peer. Recently, they have begun texting and calling you frequently outside of working hours when they are struggling. During one conversation, they tell you, "You're the only person I trust. I don't feel comfortable talking to anyone else about what I'm going through." While you appreciate the trust they have placed in you, you are becoming concerned about their reliance on a single source of support.

1. How would you balance empathy and connection with the need to maintain sustainable and ethical boundaries in this situation?
2. Why are healthy boundaries important for both the peer and the peer support worker, and how do they contribute to a sustainable support relationship?
3. How can peer support promote empowerment, interdependence, and community connection without fostering dependency?

Growth, Learning & Demonstrating Alignment

Scenario:

During a supervision discussion, a supervisor shares feedback that, while your lived experience is a valuable part of your peer support practice, there have been times when your personal stories have become longer than intended and shifted the focus away from the peer's needs and experiences. As you reflect on this feedback, you recognize that your desire to build connection and offer hope may sometimes be influencing how and when you share.

1. What considerations help determine when, how, and how much lived experience to share in a peer support relationship?
2. How would you apply this feedback to strengthen your use of purposeful self-disclosure and maintain a peer-centered approach?
3. In what ways does responding constructively to feedback demonstrate self-awareness, professional growth, and a commitment to continuous learning in peer support practice?