



CENTRE FOR INNOVATION IN PEER SUPPORT

Preparing for Employment & Peer Support Certification:

A Reflective Practice & Readiness Toolkit

KNOWLEDGE STANDARDS IN PEER SUPPORT 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](#)

Knowledge Standard in Peer Support

- **Knowledge Standards:** Reflect on how your understanding of peer support concepts informs your work.

Reminder

The Knowledge Standard reflects both learning and experience. Demonstrating this standard is about showing how you understand peer support concepts and how you apply them in practice in ways that support recovery, respect, and self-determination.

Self-Reflection Questions:

1. How do I understand recovery/wellness and apply it in practice?

2. How do I understand and apply self-determination and trauma-informed principles?

3. How do I build effective peer relationships using communication and support skills?

4. How do I respond to complex situations or crisis appropriately?

Peer Support Practice Applied Skills Worksheet

Understanding Core Knowledge

Scenario:

A new team member joins the organization and is curious about the role of peer support. During a conversation, they ask, "How is peer support different from clinical support? Aren't both trying to help people recover?" They are genuinely interested in understanding how lived experience, mutuality, and recovery-oriented practice shape the peer support role.

1. What core values and principles make peer support different from clinical support?
2. How does mutuality and the purposeful use of lived experience influence the peer support relationship?
3. Why is it important for peer support to maintain its unique identity while working collaboratively with clinical services?

Understanding Context

Scenario:

A peer shares that they have felt excluded, judged, and treated differently because of their experiences with mental health and substance use challenges. They describe feeling unwelcome in some community spaces and unsupported in situations where they hoped to find understanding and connection. They are beginning to question whether they truly belong or will be accepted by others.

1. How might experiences of stigma and exclusion affect a person's sense of identity, connection, and recovery?
2. Why is it important for peer support workers to consider the impact of oppression, racism, and other forms of discrimination when supporting peers?
3. How can peer support promote belonging, empowerment, and social inclusion while recognizing the diverse experiences and identities of the people we support?

Harm Reduction, Recovery & Self-Determination

Scenario:

A peer shares that they continue to use substances and do not currently have a goal of stopping. They explain that substance use helps them cope with stress and difficult emotions, but they have also experienced some negative consequences. The peer has had previous experiences with services where they felt judged, pressured to stop using, or excluded because of their substance use. They tell you they are unsure whether they can trust support services and are worried that people will only focus on their substance use rather than their overall wellbeing.

1. How do harm reduction, self-determination, and recovery-oriented practice relate to one another when supporting someone who uses substances?
2. What impact might stigma and past experiences with services have on a person's willingness to seek support or build trusting relationships?
3. How can peer support promote hope, safety, and empowerment without directing a person's choices about substance use?

Competency & Practice Skills

- **Competencies:** Reflect on how you demonstrate peer support skills and competencies in practice.

Reminder

The Competency Standard is demonstrated through how you show up in relationships, situations, and reflection. It is not about perfection—it is about applying peer support values, skills, and self-awareness in real situations and showing readiness to continue learning and growing in your role.

Self-Reflection Questions:

1. How do I build safe, respectful relationships?
2. How do I communicate with empathy and adapt to others?

3. How do I use critical thinking and flexibility in my role?

4. How do I demonstrate teamwork, reliability, and initiative?

5. How do I reflect on my practice and continue improving?