**Peer Specialist Employer Readiness Self-Assessment**

This Employer Readiness Self-Assessment tool is adapted from the tool designed by the Montana Peer Support Task Force to assist organizations in the creation, development and/or enhancement of peer services in their organization. In order to ensure success of peer services in an organization, vital components are needed to facilitate a recovery oriented culture.

Please answer yes or no to the following questions:

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| Yes or No | 1. We engage in regular community mental health education activities around wellness and recovery.  2. We promote the 10 components of recovery with every client. <http://store.samhsa.gov/shin/content/SMA05-4129/SMA05-4129.pdf>  3. We believe peer support staff would be an added benefit to our treatment team.  4. We believe recovery and wellness are possible for every client.  5. We routinely offer (or will offer) peer support at every level of service to our clients.  6. We offer flexible hours for clients seeking or in recovery.  7. We use recovery oriented language when interacting with our clients.  8. Trauma informed care is an integral part of our delivery of services.  9. Management of our agency routinely provide learning opportunities around wellness and recovery for staff.  10. Staff wellness is strongly supported in our organization.  11. Consumers have meaningful and sustained opportunities to have a voice in the policy-making decisions for our agency and/or with our stakeholder partners.  12. We prioritize (or would like to prioritize) an increased rate of client treatment engagement and treatment completes.  13. We will provide inkind and real dollar investment, a recovery-oriented job supervisor, access to training in recovery and Peer Support, and other resources to assure that the Peer Specialist position is integrated as a full member of the treatment staff.  14. We use ongoing quality management that promotes strengths and addresses opportunities.  15. We value ongoing Continuing Education for all staff.  16. We are concerned with staff turn-over, mental health professional shortages, and the need to maximize utilization of employee skills. |
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