



The Role and Importance of Peer Supervisors

What is a peer supervisor?

A peer supervisor is a person who supervises peer support workers. A peer supervisor may or may not identify; it is important that they are trained to have knowledge and understanding about the values and principles of peer support. Having a peer supervisor who has worked as a peer support worker is ideal because, they have an understanding of the job. They can share first-hand experience of having worked in the field.

Duties of a peer supervisor:

- Promote hope, empowerment, and use person first language
- Evaluate work performance through observation, co-working, reflection, and collaboration
- Educate others in the workforce about peer support roles and practices
- Advocate for workers' participation in on-going training
- Create opportunities to connect with other peer workers

Benefits of having a peer supervisor with lived experience and training:

- Has understanding of the core values, role, and practices
- Models key principles of recovery in their personal work
- Promotes occupational self-care and peer wellness
- Uses a strengths-based approach to supervision

Effective peer supervision is essential to ensuring the best outcomes for peers and those they support.

The following are ways supervision is beneficial:

- Minimizes the drift that can occur when peer roles are implemented in mainstream settings
- Provides space for reflective practice
- Empowers, motivates, and increases worker satisfaction
- Allows peers a space to discuss what is working or not within programs
- Improves clarity and objectivity in decision-making

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