

**Combined Core Competencies for Colorado's Peer Specialists / Recovery Coaches  
And Family Advocates / Family Systems Navigators**

<p><b>Knowledge of Mental Health/Substance Use Conditions and Treatments</b></p> <ul style="list-style-type: none"> <li>- Recognize signs and coping strategies, including the grief process</li> <li>- Know when to refer to a clinician</li> <li>- Know when to report to a supervisor</li> <li>- Understand interactions of physical and behavioral health</li> </ul>
<p><b>Clients Rights/Confidentiality/Ethics/Roles</b></p> <ul style="list-style-type: none"> <li>- Understand scope of duties and role</li> <li>- Understand HIPAA / protected health information / confidentiality</li> <li>- Maintain professional boundaries</li> <li>- Recognize potential risks</li> <li>- Advocate when appropriate</li> </ul>
<p><b>Interpersonal Skills</b></p> <ul style="list-style-type: none"> <li>- Communication</li> <li>- Diversity and cultural competency</li> <li>- Relationship development</li> <li>- Use guiding principles pertinent to population served</li> <li>- Model appropriate use of personal story and self-advocacy</li> <li>- Goal-setting, problem-solving, teamwork, &amp; conflict resolution</li> </ul>
<p><b>Resiliency, Recovery and Wellness</b></p> <ul style="list-style-type: none"> <li>- Understand principles and concepts of resiliency, recovery, and a wellness oriented lifestyle</li> <li>- Assist others with their own resiliency and recovery</li> <li>- Encourage options and choices</li> <li>- Understand impacts of labels, stigma, discrimination, and bullying</li> <li>- Understand person-centered resiliency and recovery planning for all ages and stages</li> <li>- Promote shared decision-making</li> </ul>
<p><b>Resources</b></p> <ul style="list-style-type: none"> <li>- Knowledge of community resources and those specific to behavioral health and physical health</li> <li>- Help individuals and families recognize their natural supports</li> <li>* Knowledge of public education and special education system and other child-serving systems</li> </ul>
<p><b>Self-care</b></p> <ul style="list-style-type: none"> <li>- Recognize when health may compromise the ability to work</li> <li>- Acknowledge that personal wellness is a primary responsibility</li> <li>- Set boundaries between work and personal life</li> </ul>
<p><b>Teaching Skills</b></p> <ul style="list-style-type: none"> <li>- Demonstrate wellness and teach life skills</li> <li>- Encourage the development of natural supports</li> <li>- Assist people to find and use psycho-education materials</li> </ul>
<p><b>Basic Work Competencies</b></p> <ul style="list-style-type: none"> <li>- Seek supervision and/or ask for direction</li> <li>- Accept feedback</li> <li>- Demonstrate conflict resolutions skills</li> <li>- Navigate complex work environments</li> </ul>
<p><b>Trauma-Informed Support</b></p> <ul style="list-style-type: none"> <li>- Understand impact of trauma and responses to trauma</li> <li>- Demonstrate sensitivity and acceptance of individual experiences</li> <li>- Practice cultural sensitivity</li> <li>- Promote shared decision-making</li> </ul>

\* Item pertains specifically to Family Advocates / Family Systems Navigators

Sources:

- Advocates for Recovery – *Colorado Core Competencies for Recovery Coaches*, (2010)
- Blanch, A., Filson, B., & Penney, D. *Engaging Women in Trauma-Informed Peer Support: A Guidebook* (2012)
- *Colorado Mental Health Advocates' Forum Peer Specialist Core Competencies*, as adopted by the Colorado Department of Health Care Policy and Financing (HCPF) in its *Medicaid Community Mental Health Services Program Request for Proposals* released December 2008.
- *Colorado Mental Health Advocates' Forum Consensus Statement on Resiliency* (2012)
- *Colorado Mental Health Advocates' Forum Consensus Statement on Trauma-Informed Care* (2012)
- National Federation of Families for Children's Mental Health *Certified Parent Support Specialist Self-Assessment Training Checklist*, Sept. 2011, from the National Federation website.
- *SAMHSA's Working Definition of Recovery* (Dec. 2011), retrieved from the U.S. Department of Health and Human Services, Substance Abuse and Mental Health Services Administration website