



Changing the Power Structure: Peer Professionals in the Crisis System

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THE RI CAREER CENTER

Who am I?

- ▶ Student of Life (chef, restaurant consultant, data processor, personal assistant, legal secretary, production manager, ...) & frequent crisis center guest
- ▶ Counselor, Cactus Counseling (Domestic Violence, DUI Diversion, Mental Health & Drug Court – co-occurring)
- ▶ INSTRUCTIONAL SPECIALIST & AUTHOR, The Recovery Support Specialist Institute Workforce Development Program & UofA RISE, University of Arizona
- ▶ RSA II, DIRECTOR OF EDUCATION, The Recovery Education Center @ The RI Career Center, RI International

The Value of Peers in the Crisis Setting

Immediate engagement

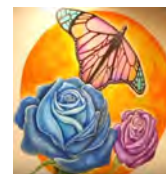
Mutuality

Focused Support

Lived Experience

Deeper Connection

Translate for the guest in interdisciplinary meetings





WHY IS POWER STRUCTURE SO IMPORTANT TO UNDERSTANDING THE PEER ROLE IN A CRISIS SETTING?

The Three Powers of Engagement in Relationships

Power Over

Professional staff are experts

Medication compliance and symptom reduction

What is wrong with this person that got them here

Disease-focused – fix the symptom

Compliance is foremost

Destroys

Power With (Fusion)

Staff & guest share expertise

Relationship is the key; maintaining safe environment for guest & staff

Trauma Informed environment: socially & physically

Future-focused – short term goals and meaning & purpose

Creates

Power Within

Guest leaves with resources to re-integrate into the community

Guest maintains relationship with peer specialists and recovery coaches until reconnection with healthy support system

Guest becomes student of their recovery and explore their unique path

Life-long learning and self-efficacy reign

Transforms

The Fusion Model in Action

**The Fusion Model:
Retreat/Living Room
+ Community Impact**

*Your job is to identify
as many peer roles
as you can from this
video*

Think outside the box

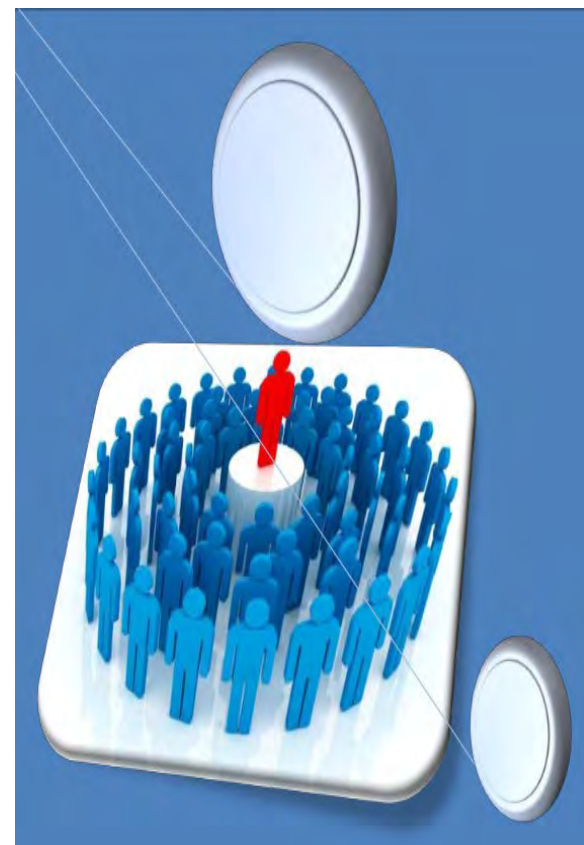
<https://youtu.be/StM9F57fwAc?list=PLidjbJeaMxncp1dPDMG1niWOzhb1ympUA>

What roles did you see?

- ▶ Greeter
- ▶ Registration
- ▶ Individual Service Planning
- ▶ Support during Psych nurse meeting – **Translator**
- ▶ Navigator – services during and after crisis stay
- ▶ Painter
- ▶ Nurse
- ▶ Doctor
- ▶ Care-Coordinator – Liaison
- ▶ Counselor
 - ▶ **FUSION**
- ▶ Incorporation at all levels
- ▶ Over ½ of ALL staff are people of lived experience

Keys to Supervision of Peers

- ▶ Peers are employees just as any other employee: **Peers are not given special accommodations because of their lived experiences**
- ▶ Organizations must be aligned with recovery-oriented values: **Staff must be educated on the peer role; supervisors on the competencies**
- ▶ The nature of the peer relationship is unique: **Boundary issues and accountability are paramount during the supervision**
- ▶ Opportunity for professional growth, continuing education and research



Questions?

Thank you!

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