TRANSITIONS TO ADULTHOOD CENTER FOR RESEARCH

An Online Learning Community for Supervisors of Young Adult Peer Mentors

(& Introduction to the Young Adult Peer Mentor Supervision Guidebook)

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To subscribe to our email list and receive our newsletter, products, and announcements text:

TRANSITIONSACR to 22828

umassmed.edu/transitionsACR
Our mission is to promote the full participation in socially valued roles of transition-age youth and young adults (ages 14-30) with serious mental health conditions. We use the tools of research and knowledge translation in partnership with this at risk population to achieve this mission. Visit us at:

http://www.umassmed.edu/TransitionsACR

The contents of this presentation do not necessarily represent the policy of SPARC, Transitions to Adulthood Center for Research, University of Massachusetts Medical School, MA DMH, HHS, SAMHSA, and you should not assume endorsement by the Federal Government.
Introduction

• Clinical Social Worker with experience supervising Young Adult Peer Mentors

• At-risk Transition-Age Youth

• Translating practice to research & research to practice

• Real partner with real world providers

• Home base = Thresholds Youth & Young Adult Services

• UMASS Transitions to Adulthood Center for Research & other awesome partners
Intention for Today

• Today (& all the OLC’s) are for you: Supervisors of YA PMs

• First, I will share helpful content that will make your supervision of Young Adult Peer Mentors successful (approx. 35 min)

  1) Embrace & reflect on new tool: A Supervision Guidebook
  2) Understand & embrace uniqueness of the Supervisor role

• Get us reflecting & talking as Supervisors of Young Adult Peer Mentors (approx. 35 min)

  1) Process real world supervision vignettes
  2) Share your personal experience & value of supervising YA PM & lessons learned
Upcoming Online Learning Communities

**Wed, March 21, 2018 12PM-1:15PM EST**

1) Navigate “relational boundaries” on the job & reflect on your role in this process
2) Building strong working alliances through collaboration & cultural responsiveness
3) Process a real world supervision case
4) Discuss lived experience navigating relational boundaries at work

**Wed, May 9, 2018 12PM-1:15PM EST**

1) Supporting resiliency story sharing in strategic ways & being “role models”
2) Supporting self-care without it turning into therapy
3) How to use/encourage YA PM accommodations when necessary
4) Process a real world supervision case
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Resources for You (& Your Agency!)

Website is up with all these resources!

  - Practice Profile!
  - Webinars & Activities
  - Toolkit for Effectively Employing YA Peers
  - Supervision Guidebook for YA Peers

Toolkit on Effectively Integrating YA Peers

- **PDF Version:**
  [https://www.umassmed.edu/globalassets/transitionsrtc/publications/effectivelyemployingyoungadultpeerproviders_a_toolkit.pdf](https://www.umassmed.edu/globalassets/transitionsrtc/publications/effectivelyemployingyoungadultpeerproviders_a_toolkit.pdf)

- **Online Version:**
  [https://www.umassmed.edu/TransitionsRTC/publication/effectively-employing-young-adult-peer-providers---a-toolkit/](https://www.umassmed.edu/TransitionsRTC/publication/effectively-employing-young-adult-peer-providers---a-toolkit/)
UNIQUE ROLES

Demand Unique Support

Thanks Bob Smith from Noun Project for the clipart!
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YAPM: Young Adult with lived mental health experiences

Clients: 14-21 year olds with mental health challenges

Clinically Licensed Supervisor

Agency & Other Key Stakeholders

Thanks Bob Smith & Rflor from Noun Project for the clipart!
Young Adult Peer Mentor Role

I. Practicing Cultural Responsiveness

II. Building Relationships & Collaboration

III. Supporting Young Adult Vision & Goals

IV. Role Modeling

V. Promoting Self-Care

VI. Demonstrating Safe, Professional & Ethical Behavior

www.cbhknowledge.center/young-adult-peer-mentoring-overview/
YA Peer Mentor **Supervisor** Roles:

- **Facilitator & Supporter** of YA Peer Mentors in developing skills & awareness on-the-job
- **Champion & Advocate** for the YA Peer Mentor Role in your context
- **Partner!** On many many levels!
- **Role Model & Coach** of YA Peer Mentors in real-time
- **Attuned to YA Peers Mentors**: Remain aware of well-being as with any employee – but attuned to unique YA Peer Mentor challenges
- **Employs Reflective Supervision** practice to guide & support YA Peer Mentors.

Thanks Bob Smith from Noun Project for the clipart!
INTRODUCING

…the Supervision Guidebook
What is the Supervision Guidebook?

The Guidebook is designed to help supervisors support YA Peer Mentors to develop awareness, skills, relationships, etc. in order to:

- Experience on-the-job success
- Reach IDEAL practice across YA Peer Mentor Practice Profile Domains

What informed the Supervision Guidebook?

- In short, you! This is a live document that I will continue to expand as I learn from Supervisors of Young Adult Peer Mentors in Massachusetts
- Consultation with experts in supervision & peer support
- Response to need for “tools” & “activities” to guide supervision practice
How can I access the Supervision Guidebook?

• Download it directly here:
  https://static1.squarespace.com/static/545cdfcce4b0a64725b9f65a/t/5a4f88e353450ac4a922b85a/1515161837654/Supervision+Guide+for+YA+Peers_v7+with+PP+icons_pdf.pdf

• Or, go to CBH Young Adult Peer Mentoring Overview Hub

www.cbhknowledge.center/young-adult-peer-mentoring-overview/

Tools and Resources

www.cbhknowledge.center/yapm-supervisor-tool-kit

Click on Icon at bottom of page:

Click on: A Guide to Supervising Young Adult Peer Support Providers
What’s in the Supervision Guidebook?

- Philosophy & Principles of Effective YA PM Supervision
- How to use the Practice Profile (PP) in Supervision
- YA Peer On-the-Job Development Plan
- Supervision Meeting Form – Simple, but key!
- Reflection Exercises to use in Supervision
- Gaining Self-Awareness & Practicing Cultural Responsiveness
- Valuing Mutuality – maybe the most important thing in the guidebook
- Working Alliance & Relationship Building Exercises
- Active Listening & Motivational Interviewing Exercises
- Strategic use of self through strategic storytelling of resilience stories
- How to built YA PM Psychological Capital on-the-job
- Exercises of practicing Resilient Self-Care – for YA PMs & Supervisors!
- Maintaining “Confidentiality” – what to share with who & when!
- Documentation Tips (on how to make this process easier for YA PMs!)
- Reasonable Accommodations – It’s a process! Refer to Jon’s toolkit!
- Additional Resource List (full of good stuff!)
2 Icons to Watch for in the Supervision Guidebook

Reflection Activity for you as a Supervisor

Supervision Activity that you can integrate into your Supervision Practice
Guidebook Section:
Effective YA Peer Supervision Philosophy

• Principles & Goals of Effective Supervision – pp. 6-9

• Why supervision can feel like therapy – pp. 9-10

• How to avoid supervision from turning into therapy pp. 10-11
Guidebook Section: Leveraging the Practice Profile in Supervision

- YA Peer On-the-Job Development Plan – pp. 14-16
- Keeping Supervision Sacred with Supervision Form – pp. 17-18
- Applying Reflection – pp. 19-24
PP Domain 1: Practicing Cultural Responsiveness

- Practicing Cultural Responsiveness – pp. 25-26
- Gaining Self-Awareness Activities – pp. 27-33
PP Domain 2: Building Relationships & Collaboration

• Valuing Mutuality – pp. 35-36

• The Working Alliance – pp. 37-44

• Supporting Disruption & Addressing Microaggressions – pp. 45-46
PP Domain 3: Supporting Young Adult Vision & Goals

- Active Listening – pp. 47-49
- Motivational Interviewing – pp. 50-53
PP Domain 4: Role Modeling

• Strategic Storytelling – pp. 53-56

• Elevator Speech Activity – pp. 57-58

• More Storytelling Exercises – 59-61
PP Domain 5: Promoting Self-Care

- Psychological Capital – pp. 62-63
- Practicing Resilient Self-Care – pp. 64-70
- Leveraging your personal social network – pp. 71-72
- Addressing Negative On-the-Job Thinking – pp. 74-76
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PP Domain 6: Demonstrating Safe, Professional & Ethical Behavior

- Commitment – pp. 77-78
- Confidentiality – pp. 79-81
- Understanding Agency Culture & Professionalism Guidelines – pp. 82-85
- Effective Documentation – pp. 86-88
- Reasonable Accommodations – pp. 89

Effectively Employing Young Adult Peer Providers: A Toolkit

Jonathan Delman, PhD, JD, MPH
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Online Version:
https://www.umassmed.edu/TransitionsRTC/publication/effectively-employing-young-adult-peer-providers---a-toolkit/
LET’S REFLECT

About what is means to be Supervisors
Of Young Adult Peer Mentors
Share your insights…

- How have Young Adult Peer Mentors added value to your agency? Team?
- What’s it been like for you to supervise Young Adult Peer Mentors?
- What are you learning about yourself in the process of supervising Young Adult Peer Mentors?
- What do you most want to improve in your supervision practice with Young Adult Peer Mentors?
SUPERVISION VIGNETTES

For lively discussion!
Vignette 1

Your colleague Melissa, a smart licensed clinical social worker who you have worked with the last 2 years, comes to you & states, “I just don’t understand why we have young adult peer mentors. I overheard Jonah (a 27-year old Peer Mentor) telling one of my clients that he should do something with his hands – like construction work or plumbing like he does part-time with his dad. My client is applying to colleges and is interested in music and computers.”
Vignette 2

Your colleague Bill, a 40 year old case manager comes to you at the end of a long, crisis filled week. He says to you: “I don’t want any more young adult peer mentors coming to my skill building or therapy group. I just feel like it is one more young person to manage. Sometimes the peer mentors goof around with the clients. I don’t think that’s appropriate.”
Vignette 3

Kathy, who is 15-year old Julie’s mom, contacts you and states, “I only want licensed professionals working with Julie. She is not taking her medications regularly, she’s refusing to meet with her therapist, and I am concerned that the time she is spending with Stephanie (Young Adult Peer Mentor) is not helping her to get better. She needs help, not a friend.”
SUMMARY
Our goals for today…
Did we achieve them?

1) Embrace & reflect on new tool: A Supervision Guidebook
2) Understand & embrace the uniqueness of the supervisor role & YA Peer role
3) Process a real world supervision case
4) Share your personal experience & value of supervising YA PM and lessons learned
QUESTIONS? COMMENTS? SUGGESTIONS?

Contact me: Vanessa.Klodnick@thresholds.org