



## Application for Arkansas Peer Specialist Program (APSP) Advanced Peer Recovery Support Specialist (APR)

### I. Personal Data

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City/State/County/ZIP+4 \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_

Phone (h): \_\_\_\_\_ (cell): \_\_\_\_\_ (w): \_\_\_\_\_

E-mail: \_\_\_\_\_

### I. Demographic Information

Please answer the following optional demographics questions. We use this data for statistical and grant-reporting purposes only.

**Race/Ethnicity:**  African American  Latino/Hispanic  Native American  
 Asian American  Caucasian  Other \_\_\_\_\_

**Gender:**  Male  Female  Non-Binary  Other  Prefer Not to Say

**Age:**  18-20  21-24  24-44  45-64  65-74  75+

### **III. APR Eligibility & Application Requirements**

**Please note:** Incomplete applications will not be reviewed. Please complete all application sections and include all required supporting documentation.

Candidate must:

1. Submit a completed and signed Advanced Peer Recovery Specialist Application.
2. Submit a copy of current PR credential.
3. Attest to a minimum of two (2) years of recovery from a substance use and/or mental health disorder
4. Submit a signed and dated copy of the Arkansas Peer Recovery Code of Ethics to attest that they have read, understand, and will adhere to the Code of Ethics.

### **IV. Recovery Questions**

1. What is your primary area of recovery?     Substance Use     Mental Health     Co-occurring
2. Do you currently take Suboxone, Subutex or Methadone?     Yes     No
3. Have you gone through training before?     Yes     No

Date of previous training: \_\_\_\_\_

Reason for not pursuing:

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Reason for letting lapse:

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4. Please describe multiple pathways to recovery and how you have practiced this principle in your work:

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5. How has your definition of recovery changed since becoming a Peer Support Specialist?

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6. How are you maintaining your recovery today? How do you plan to maintain it in the future? (Do not include what you do for work)

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**V. Peer Support Questions**

1. **Peer Recovery Statement:** Briefly describe your experience as a Peer Specialist.

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2. Please explain why you want to become an Advanced Peer Support Specialist:

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3. Please list your strengths and challenges:

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4. List and briefly describe the four domains of Peer Recovery:

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5. Briefly explain Peer Ethics and when you would report a potential ethical violation:

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6. Describe how you have used your core training:

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## **VII. Peer Supervisor (PRPS) Reference Evaluation**

Candidate's Name: \_\_\_\_\_

Supervisor's Name: \_\_\_\_\_

Supervisor's Title: \_\_\_\_\_

Company's Name: \_\_\_\_\_

Work Phone: (\_\_\_\_)-\_\_\_\_\_-\_\_\_\_\_- Cell Phone: (\_\_\_\_)-\_\_\_\_\_-\_\_\_\_\_

Email Address: \_\_\_\_\_

Length of relationship: \_\_\_\_\_

### **PEER SKILLS SELF-ASSESSMENT**

Using the rating scale below, rate your Supervisees current ability to perform the following coaching skills.

5= They can do this easily and effortlessly

4= They can perform this skill, and there is room for improvement

3= They can perform this skill with support (reminders, supervision)

2= They are learning this skill

1= They don't have this skill

SKILL/KNOWLEDGE	RATING	COMMENTS
<b>Interpersonal Skills</b>		
They are a good listener		
They can paraphrase content accurately		
They can reflect feelings accurately		
They treat others with respect and dignity		
They keep their cool when they disagree with another person or people.		
They can summarize conversations		

They can present their point of view.		
They can use questions well		
<b>Recovery Support Skills</b>		
They can roll with resistance		
They know how to support a person's self-efficacy		
They can elicit change talk		
They know the stages of change		
They can match interventions to a stage of change		
They understand the process of recovery		
They use their recovery story to inspire others		
They use their recovery story to educate others		
<b>Recovery &amp; Community Resources</b>		
They understand the difference between medical and social models of recovery		
They can write a SMART goal		
They understand and apply the concept of <i>recovery capital</i> to my work		
They help people identify their support needs		

They know how to access critical community resources		
<b>Health, Wellness, and Recovery</b>		
They know the dimensions of health		
They know the components of healthy lifestyles		
They know how to work with healthcare professionals		
They know how to support a person by accessing health services		
They support individuals to increase their adherence to regular health care		
They can accompany individuals to their appointments or meetings		
<b>Peer Recovery Ethics</b>		
They understand the code of ethics for peer specialists		
They can recite the values of peer support		
They trust their instincts when it comes to ethical behavior		
They know when to ask for help with an ethical dilemma		
<b>Cultural Awareness and Competence</b>		
They can identify their own biases and cultural influences		

They can explore another person's beliefs, values, and cultures		
They can explore stereotypes that influence their worldview		
They have skills to explore cultural differences		
<b>General Worker Skills</b>		
They can describe desirable work competencies		
They can identify their own worker strengths and areas for improvement		
They know how to acquire the skills that are needed to succeed as a Peer Support Specialist		
They can get along with co-workers and people in authority		
They can use their problem-solving skills on the job		
They use supervision well		
They have the required computer skills		
They recognize "triggers" in their work environment		
<b>Self-Care and Peer Support</b>		
They have a self-care plan, and follow it		
They can name sources of stress in their life		

They strive to minimize stress		
They know how to ask for help when work/life balance gets hard		
They use coping strategies to “get through” a tough day		
They have a wide range of coping strategies to use on the job		
<b>Communication</b>		
They treat others with respect and dignity.		
If something is unfair, it’s hard for them to keep their cool.		
They can ask for assistance/help when needed without feeling bad about themselves		
People tell them that they’re a good listener		
They can communicate clearly in writing.		
<b>Teamwork</b>		
They would be happy working in a diverse environment.		
According to others, they are dependable.		
They use self-evaluation as a daily tool.		
They take responsibility for their own actions and don’t make excuses or blame others		



When working in a group, they tend to do more than their share, as it feels easier than depending on others		
They get along with most people and go out of their own way to build relationships		
<b>Decision Making/Problem Solving</b>		
They can analyze the situation and figure out a solution.		
They believe that breaking tasks down into smaller pieces is usually the best way to solve a problem		
They're uncomfortable with conflict and tend to just keep their mouth shut.		
They find it easier to work on a problem when they receive support		
<b>Organization/Time management</b>		
They are able to work independently, without close supervision.		
They are able to keep their cool, even when things get busy and chaotic.		
They find it unsettling when their planning is frequently disrupted.		
They are very detail oriented.		
<b>Obtain and Process Information</b>		

They are curious and enjoy learning new things.		
They know how they learn and can communicate it to their supervisor.		
When they're learning something new, they need time to practice it with feedback before they're confident that they can do it.		
<b>Proficiency with Computer Software Programs</b>		
They can easily navigate an e-mail program.		
They fear computers		
They know how to use word processing programs such as Microsoft Word.		
They can create a PowerPoint presentation.		
<b>Strong Work Ethic</b>		
They use good judgment and think through the consequences of their actions, not just for themselves but also for their company and profession.		
They know their Code of Ethics and live through them daily.		
People can count on them.		
<b>Working with Diverse Communities</b>		

They are interested in learning about people from different places or different cultures.		
They are interested in socializing with people from different cultures.		
They believe it's important for treatment and support settings to make adaptations to meeting the needs of people from diverse communities.		
<b>Flexibility/Adaptability</b>		
They can flow with change.		
They find juggling tasks and priorities stressful.		
They have no difficulty adapting to new working environments.		
They find it incredibly difficult when they're right in the middle of something and have to change directions.		
<b>Total Rating:</b>		
<b>Average Rating:</b>		

**SCORING INTERPRETATION:**

- **72-85:** Exemplary knowledge and conduct; recommended for training.
- **54-71:** Minor improvements needed; Eligible for training.
- **36-53:** Formal action and training recommended; moderately eligible for training.
- **18-35:** Significant action required; Poorly eligible for training.
- **0-17:** Immediate intervention necessary; Ineligible for training.

\_\_\_\_\_ *"I recommend the candidate for the Advanced Peer Recovery Training."*

\_\_\_\_\_ *“I do not recommend the candidate for the Advanced Peer Recovery Training.”*

***“I hereby certify that all of the information given herein is true and complete the best of my knowledge and belief.”***

\_\_\_\_\_  
Supervisor Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Candidate’s Signature

\_\_\_\_\_  
Date

*“I attest that I have a minimum of two (2) consecutive years of recovery from substance use and/or mental health disorder.”*

➤ Signature: \_\_\_\_\_ Date: \_\_\_\_/\_\_\_\_/\_\_\_\_\_

*“I attest that I have maintained a minimum of two (2) consecutive years of abstinence from illicit drugs and alcohol.”*

➤ Signature: \_\_\_\_\_ Date: \_\_\_\_/\_\_\_\_/\_\_\_\_\_

**Please return this application and supporting documents to Michael Little with NAADAC  
via email.**

[mlittle@naadac.org](mailto:mlittle@naadac.org)