

The Peer Recovery Professional (PRP) Interview is for YOU! Make the most of it!!

Sample Questions for PRP's to ask in an interview in order to assess culture and values fit as well as determine if the agency subscribes to being a ROSC (Recovery Oriented System of Care – Bill White).

1. Describe the role of the PRP in your agency and how your agency has welcomed and integrated Peers into your organization and culture.

(Note: - Might describe “a typical day in the life”; how clinical staff have been educated to the role of the PRP; PRP involvement in team meetings/case reviews; PRP involvement in running groups; supervisors who have taken Peer Supervision and Peer Trainings; etc.)

2. Describe how supervision is provided, both one-on-one and group (if applicable), and how PRPs are supported.

(Note: Might address how often (and how reliably) supervision is provided; if a prep form is utilized; if supervision is mentor coaching or more staff updates; if supervision is ‘safe’ and non-punitive; if skill practice is utilized; how self and organizational care is addressed; how PRP concerns and ideas are expressed and valued. May also address policies and ethics that pertain to PRP's.

3. Describe how a PRP would know they were valued in your organization (by co-workers, leaders, clinical and non-clinical staff) and that their voices matter.

(Note: Might discuss relevant examples of how the agency demonstrates that it values the PRP role; what the title and pay grade is for the PRP; how PRP ideas and concerns are addressed; how the agency supports and models a Recovery Orientation; how PRPs participate in quality improvement, program development, local and regional planning.)

Additional if time:

4. How do you integrate Recovery Oriented Practices into your services?
5. How would a PRP know that the Board and Leadership team are genuinely invested in establishing a culture that values and understand the Peer Recovery (Coach) Professional Role?
6. How do you ensure PRP role clarity, multi-disciplinary collaboration, & prevent role drift or co-optation? What is the on-boarding process for a PRP? Ethical Guidelines and policies?
7. How would you describe the career path for PRP role advancement as well as development / learning and growth opportunities? Is the role and skills of ‘coach’ supported and developed?
8. How do you support PRPs around the technical & administrative components of the job, such as documentation?
9. What is the pay range / benefits package and how does it compare to other agencies? How/when does one qualify for promotion?
10. What is the evidence that Multiple Pathways of Recovery (including harm reduction) are supported?
11. Are Peer Recovery Professionals included in treatment team meetings? Why or Why not?
12. Is “Confidentiality” respected (b/t PRP and their recoveree, or is the PRP expected to “divulge all?”
13. How does the organization address PRP SUD symptom reoccurrence if it should happen?