

# Lived Experience (peer) perspectives in supervision

Supervision should be a safe, trauma informed space for Lived Experience (peer) workers to unpack workplace experiences and align practices with peer values, principles, ethics, skills and approaches that shape and define peer practice.

## Effective supervision is:



Lived Experience (peer) supervision should not be:

- mandatory or forced
- about power or control
- mentoring or coaching (but these are encouraged)
- therapy or counselling
- a disciplinary or performance management process
- operational/line management and ideally is not conducted by the Lived Experience (Peer) workers operational or line manager.

“ “ The shared understanding of authentic peer experience creates a safe, trauma informed space for peers to unpack workplace experiences and align practices with peer values, principles, ethics, skills and approaches that shape and define peer practice<sup>1</sup> ” ”

Lived Experience (peer) supervision is essential because it:

- supports safe and quality service provision to consumers, carers and their families
- supports development of skills, knowledge and strategies for the Lived Experience (Peer) workforce
- incorporates cultural diversity, human rights, and social justice frameworks
- identifies the risk of compassion fatigue, occupational burnout, secondary and vicarious trauma
- assists navigating professional and personal boundaries
- assists working collaboratively within multi-disciplinary teams
- facilitates critical self-reflection
- supports practices within a lived experience framework rather than a clinical framework, reducing the risk of role confusion.<sup>1</sup>

Content taken from the Queensland Health *Peer Practice Supervision Guide*  
*Mental Health Alcohol and Other Drugs Lived Experience (Peer) Workforce*, 2023