

IS YOUR ORGANIZATION READY FOR PEER SUPPORT INTEGRATION?

A 5 minute self check for behavioral health organizations planning, launching, or strengthening a peer support workforce, from the Center for Mental Health Implementation Support (CMHIS). This tool draws on common predictors of implementation success identified in the implementation science literature. It is a reflection aid, not a scored assessment.

1. Leadership & Organizational Buy In

- ☐ Leadership can articulate, in one or two sentences, why peer support is being added or expanded.
- ☐ At least one senior leader is willing to publicly champion the peer support role.
- ☐ Clinical and administrative staff have had a chance to ask questions or voice concerns before rollout.

2. Role Clarity & Scope of Practice

- ☐ A written job description exists that distinguishes the peer role from case management, clinical, and administrative roles.
- ☐ Referral sources and care team members understand what peer support specialists do and do not do.

3. Supervision Capacity

- ☐ A designated supervisor is identified for peer staff.
- ☐ That supervisor has some familiarity with the peer support model, or a plan is in place to build that familiarity.

4. Financing Pathway

- ☐ A funding source for peer support positions is identified beyond the current grant or fiscal year.
- ☐ Someone on staff understands (or is learning) the state's Medicaid billing requirements for peer support, if applicable.

5. Workflow & Documentation

- ☐ Peer support services have a defined place in the existing EHR or documentation workflow.
- ☐ Expectations for caseload, documentation time, and productivity have been discussed with peer staff directly.

6. Workforce & Culture

- ☐ A realistic plan exists for recruiting candidates with lived experience.
- ☐ Staff have had some exposure to why lived experience roles are effective, not just that they are required or funded.

READING YOUR RESULTS

Mostly checked

Your organization shows several markers associated with sustainable peer support integration. Consider a fidelity or quality monitoring check in next.

A mix of checked and unchecked

This is the most common result. The unchecked items point to where proactive planning will pay off. These are not compliance failures, they're your implementation roadmap.

Mostly unchecked

You're likely early in the planning process, which is a fine place to start from. Focus first on leadership buy in and role clarity. Most other gaps are easier to close once those two are in place.

