

A group of people are seated in a circle in a bright, modern meeting room. In the foreground, a man with glasses and a red turtleneck sweater is seen from the back, gesturing with his right hand as if speaking. The other people in the background are blurred, suggesting a focus on the speaker. The overall atmosphere is professional and collaborative.

Ethics and Professionalism for Peer Recovery Support Specialists

By: Martina Moore, Ph.D., LPCC-S, LICDC-CS, CEAP, SAP



Martina Moore **Ph.D., LPCC-S,** **LICDC-CS, CEAP, SAP**

- President of OSUDP
- Past-President of IAMFC
- Past Chair of the Ethics committee for OCA
- President & CEO, Moore Counseling & Mediation Services, Inc.
- Faculty, John Carroll University
- Faculty, Fulbright University
- Faculty, Gestalt Institute
- Family Interventionist



A hand holding a scale of justice, symbolizing professionalism and ethics. The background features a circular frame with various icons: a globe, a classical building, gears, and a target.

Professional

What is a professional?



The Definition: Professional

The term "professional" generally refers to a person who possesses specialized knowledge, skills, and qualifications in a particular field or occupation and adheres to a set of ethical standards and behaviors.

A professional typically demonstrates competence, accountability, and responsibility in their work and conducts themselves with integrity, respect, and a commitment to ongoing learning and improvement.

Key Attributes of Professionalism

- **Expertise:** You have the necessary education, training, and experience in their specific area.
- **Accountability:** You take responsibility for their actions and decisions, understanding the impact they have on others.
- **Reliability:** You meet deadlines, fulfill commitments, and maintain high standards of quality in their work.

Key Attributes of a Professionalism: Continued

- **Respect:** You show respect for clients, colleagues, and the community, maintaining appropriate boundaries and communication.
- **Commitment to Development:** You engage in continuous learning and improvement to stay current in their field.
- **Impartiality:** You maintain objectivity and fairness, making decisions based on facts and evidence rather than personal bias.
- **Ethical Conduct:** You follow ethical guidelines and codes of conduct relevant to their profession.



Ethics Definition for Peer Recovery Support Specialist

- The definition of ethics for peer recovery support specialist refers to the set of principles and guidelines that govern the behavior and decision-making process of individuals who provide peer recovery support.
- These ethical guidelines are designed to ensure that peer recovery supporters maintain integrity, respect, and responsibility in their relationships with the individuals they assist, as well as within the broader community.



Personal Values

- Internal Standards: Personal values or beliefs are rooted in an individual's own moral compass and may stem from personal experiences, culture, religion, or upbringing.
- Subjective: Values are highly individualized and may vary greatly from one person to another, based on personal priorities and life perspectives.

NCRC Code of Ethics for Peer Recovery Support Specialists

```
object to mirror  
mirror_mod.mirror_object =
```

```
operation == "MIRROR_X":  
mirror_mod.use_x = True  
mirror_mod.use_y = False  
mirror_mod.use_z = False
```

```
operation == "MIRROR_Y":  
mirror_mod.use_x = False  
mirror_mod.use_y = True  
mirror_mod.use_z = False
```

```
operation == "MIRROR_Z":  
mirror_mod.use_x = False  
mirror_mod.use_y = False  
mirror_mod.use_z = True
```

```
mirror_ob.select = 1  
mirror_ob.select = 0
```

```
bpy.context.selected_objects  
data.objects[one.name].select
```

```
print("please select exactly  
one object")
```

```
OPERATOR CLASSES
```

```
types.Operator):  
X mirror to the selected  
object.mirror_mirror_x"  
mirror X"
```

```
is not
```

Confidentiality



Maintain confidentiality of all information shared by the client, except when disclosure is required by law or necessary to protect the individual or the public from harm.



Clarify **limits of confidentiality** at the outset of the coaching relationship, especially in cases involving safety risks.



Scenario



Professional Boundaries

Establish and maintain **appropriate boundaries** with clients. Avoid relationships that could impair objectivity, create conflicts of interest, or exploit the client.





Scenario



Dual Relationships

No dual relationships (i.e., avoid engaging in personal, financial, or romantic relationships with clients).





Scenario





Respect for Client Autonomy

- **Support the autonomy** of clients by respecting their right to make their own choices, even when those choices differ from the coach's recommendations.
- Encourage clients to take responsibility for their own recovery while providing guidance and support.

Scenario



Honesty and Integrity

Be honest in all professional interactions, ensuring that information is presented accurately and in a manner that is understandable to the client.



Scenario



Conflicts of Interest

Disclose conflicts of interest and be transparent about any potential biases or financial arrangements that may affect the coaching relationship.



CONFLICT

OF



INTEREST





Scenario





Non-Discrimination

- Provide services without discrimination on the basis of race, ethnicity, gender, sexual orientation, religion, disability, socioeconomic status, or other characteristics.
- Foster an environment of inclusivity and respect in all interactions.

Scenario

Duty to Report and Protect

- Take appropriate action when there is reason to believe that a client is in danger of harming themselves or others.
- **Report instances of abuse** or neglect, in accordance with legal requirements.



Scenario



Self-Disclosure and Personal Recovery

- Use **self-disclosure** of personal recovery experiences only when it is appropriate and benefits the client. Avoid over-sharing or making the session about the coach's own recovery journey.
- Maintain a **professional focus** on the client's needs and goals, rather than the coach's experiences.

Scenario

A woman in a light pink blazer is sitting at a desk, looking thoughtful. A man in a dark suit is sitting next to her, looking down at his hand. The background is a blurred office setting with bookshelves.

Avoid Exploitation

- Avoid exploiting clients for personal gain, including financial, professional, or personal benefits.
- **Do not accept gifts** or favors from clients that could influence the coaching relationship or decisions.



Scenario





Collaboration with Other Professionals

- **Work collaboratively with other professionals** involved in the client's recovery process, when appropriate, while maintaining confidentiality and client consent.
- Refer clients to other professionals when their needs exceed the scope of recovery coaching.

Scenario



Adherence to Laws and Policies

- Abide by all applicable laws and organizational policies that govern recovery coaching and peer support.
- Ensure compliance with regulations related to confidentiality, mandatory reporting, and licensure requirements.



Scenario






Avoiding Misrepresentation

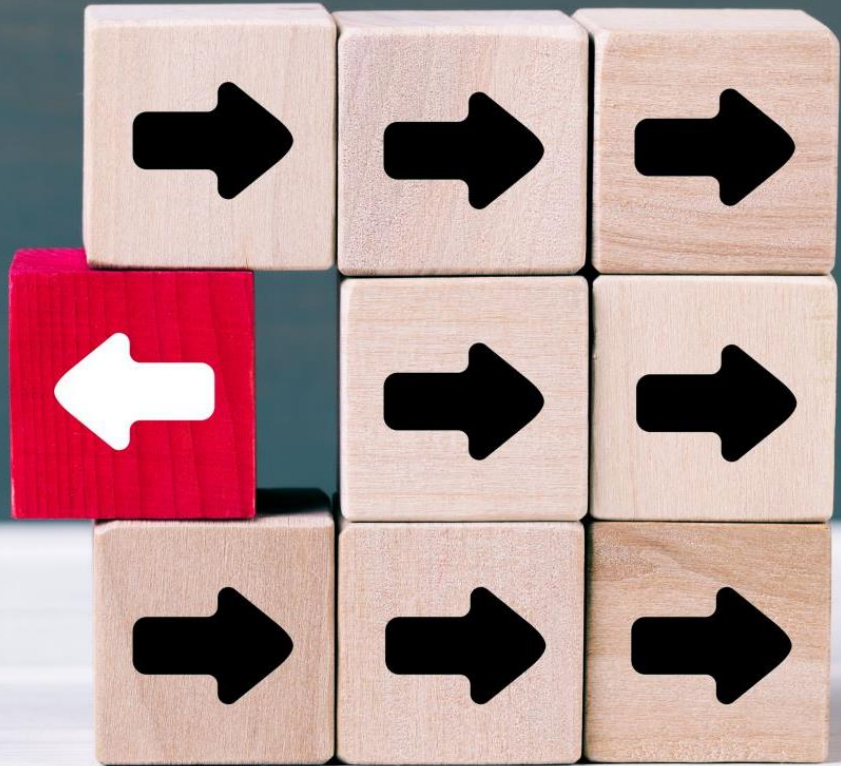
- Represent **qualifications and credentials accurately**, without misrepresentation or exaggeration.
- Do not offer services beyond the scope of recovery coaching, such as therapy or medical advice, unless qualified and licensed to do so.

Scenario

Self Care



Self-care is vital for peer recovery support specialists to maintain their well-being and effectively support others. Here are some self-care tips tailored for peer recovery supporters.



Set Boundaries

- **Establish clear boundaries** between work and personal life. Avoid overextending yourself or taking on more than you can handle.
- Recognize when to say “no” to tasks or requests that may compromise your well-being.

Prioritize Emotional Well-being

- **Practice mindfulness** or meditation to stay present and manage stress.
- Journal your thoughts or feelings to help process the emotions that come from supporting others.
- Seek therapy or peer support for yourself to process difficult situations and avoid burnout.





Maintain Physical Health

- **Exercise regularly** to release stress and boost your energy levels.
- Get adequate sleep and practice good sleep hygiene to help your body recover and function optimally.
- Eat a balanced diet, making sure you stay hydrated, and avoid relying on caffeine or sugary snacks for energy.

Engage in Hobbies and Personal Interests

- Make time for activities that you enjoy and that give you a sense of fulfillment outside of your role as a peer recovery support specialists
- Engage in creative outlets (art, music, writing, etc.) to help you decompress and maintain balance.





Develop a Support Network

- Build relationships with other peer recovery support specialists to share experiences, ideas, and advice.
- Stay connected with friends and family who offer emotional support and encourage healthy detachment from work-related stress.



ETHICS
RESPECT
CODE
HONESTY

Engage in Continuous Learning

- Attend workshops or training sessions that focus on **ethics, empathy, and self-care** to enhance your professional skills while learning strategies for self-care.
- Stay updated on best practices in peer recovery to feel more competent and confident in your work, reducing stress caused by uncertainty.

Practice Compassionate Self-Talk

Avoid being overly critical of yourself when things don't go as planned.

Practice self-compassion and remind yourself that you are doing your best to support others while respecting your own limitations.

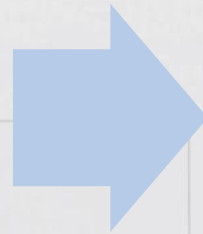


Monitor Your Own Triggers

- Stay aware of any **triggers** that may arise from the stories or experiences of those you are supporting.
- If needed, debrief with a supervisor, mentor, or therapist to ensure that these triggers don't impact your ability to provide support.

Take Breaks

Schedule regular breaks throughout your day to recharge mentally and emotionally.



Consider using breaks to take short walks, breathe fresh air, or practice deep breathing exercises.

Seek Supervision or Mentorship

- Connect regularly with a supervisor or mentor to discuss challenges in your work and seek advice on managing difficult situations.
- Supervision helps to keep a healthy perspective and maintain professional boundaries.



Celebrate Your Successes



- Acknowledge the progress of those you support, as well as your own successes in helping others.
- Celebrating even small victories can help maintain motivation and prevent burnout.

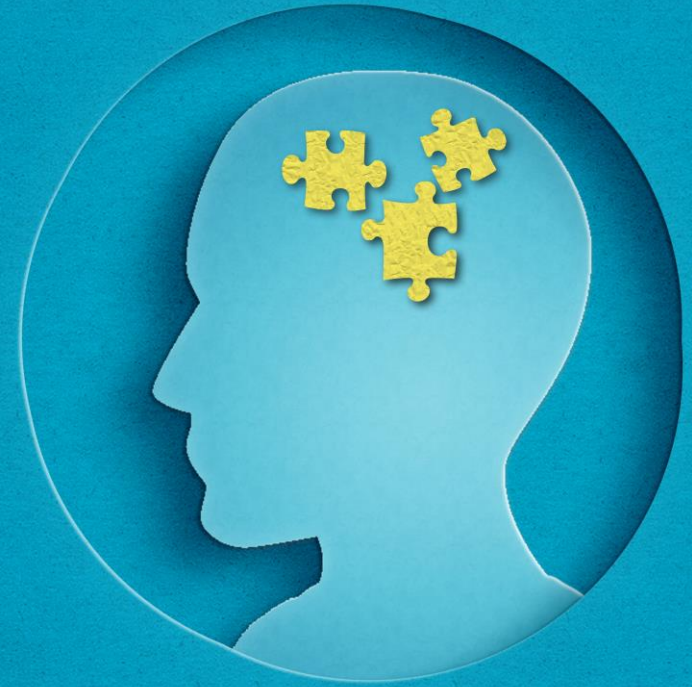
Stay Grounded in Your Purpose



Reflect regularly on your reasons for becoming a peer recovery supporter. Reminding yourself of your mission can help you stay grounded and resilient during challenging times.

Final Thoughts

- You are a professional
- Your role is not about your recovery
- Clients should be encouraged to make their own decisions
- You are not their counselor
- You come first!



Questions



References

NAADAC, The Association for Addiction Professionals. (n.d.). *Code of Ethics*. Retrieved from <https://www.naadac.org/code-of-ethics>.



THANK
YOU !

Thank You!

A group of people are seated in a circle in a bright, modern setting, likely a meeting or workshop. In the foreground, a man with glasses and a red turtleneck sweater is seen from the back, gesturing with his right hand. Other participants, including a woman with dark hair and a man with a beard, are visible in the background, looking towards the center of the group. The image is overlaid with a semi-transparent circular graphic.

Ethics and Professionalism for Peer Recovery Support Specialists

Martina Moore, Ph.D., LPCC-S, LICDC-CS, CEAP, SAP

