



## HRN: 3.0) Peer Recovery Support Participant Manual

Peer Recovery Support seeks to foster a healthy balanced life and independence by helping to build skills for resilient wellness



### 3.2) GETTING TO KNOW EACH OTHER: PEER RECOVERY TEAM PLANNING

It takes time to get to know someone and understand how that person does things and why. Using research-based assessments with properly qualified, ethical professionals can help this process. While Peer Supporters do not make diagnosis and are not certified to conduct assessments, they have relatable experience of being diagnosed and assessed. They understand it feels and how to still live a full life.

The **Myers-Briggs Type Indicator® (MBTI)** assessment has more than 70 years of science-based, research-based insight to help understand how people operate. It provides positive language for recognizing and valuing individual differences in a productive way. MBTI insights can enhance personal development, team building, communication skills, career change, conflict management, and life transitions. (*The life transition of “Recovery” is your “Career” while in peer support, and your supporter is your closest colleague*). The MBTI uses questions to identify natural preferences in four areas, it then sorts into 16 distinct MBTI personality types:

Extraversion–Introversion (E–I): From where you get your energy?

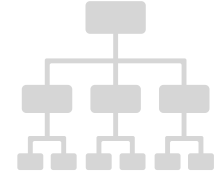
**Extraversion:** Gets energy from outer world of people and experiences. *Focuses energy and attention outwards in action.*

**Introversion:** Gets energy from inner world of reflections and thoughts. *Focuses energy and attention inwards in reflection.*

Sensing–Intuition (S–N): What information you prefer to gather and trust?

**Sensing:** Prefers real information coming from the five senses. *Focuses on what is real.*

**iNtuition:** Prefers information coming from associations. *Focuses on possibilities and what might be.*



Thinking–Feeling (T–F): Which process you prefer to use in making decisions?

**Thinking:** Steps out of situations to analyze them dispassionately. *Prefers to make decisions on the basis of objective logic.*

**Feeling:** Steps into situations to weigh human values and motives. *Prefers to make decisions on the basis of values.*

Judging–Perceiving (J–P): How you deal with the world around you?

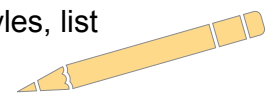
**Judging:** Prefers to live life in a planned and organized manner. *Enjoys coming to closure and making a decision.*

**Perceiving:** Prefers to live life in a spontaneous and adaptable way. *Enjoys keeping options open.*

Knowing there are far more than 16 types people and that labels can sometimes harm, using this kind of insight can still assist your focus direction, relationships, and life choices. By carefully considering just these MBTI “style preference” pairs provides a basic framework to describe to each other our most comfortable and natural “mode of operation.” (*If this type of information interests you, consider doing a complete official assessment online or ask your therapist to learn more about it*). Also remember, personality is only part of how we behave. We all have different motivations, experiences, values, hobbies, skills, and cultures that shape us. The MBTI is just one assessment example and it is used here to help early Peer Support planning be more effective, until a more natural relationship from direct experience has time to build.

#### **HRN Team Plan Worksheet (See HRN: 3.3 Participant Manual)**

This worksheet (*or a similar tool your peer supporter prefers*) is the first formal step in the getting-acquainted process. It gathers your strengths and initial goals to get “the ball rolling.” Anything written down can be changed at anytime—maybe your priorities changed? Or you choose “easy” goals to build confidence and are ready for more? The team planning sheet should also help outline communication styles, list resources, how to avoid conflict, and how to resolve if it occurs.



A team-planning worksheet should be completed together in person, with each recovery support team member filling a copy out. This can be an opportunity for “active listening” as you each discuss expectations and clarify definitions by listening, interpreting and repeating back what you heard before writing it down (*Tip: using a pencil is wise* :). At the end you can exchange copies, ensuring you are both literally “on the same page.” Any copy of a team plan will be stored in your confidential file so it can be reviewed when the team agrees is a good time (*at least once a year recommended*).