



Peer Support Role Drift Checklist

This self-check tool is designed to help peer support workers stay rooted in the values and practices of peer support and avoid role drift. Use it regularly (monthly or quarterly) to reflect on your current practice and notice any areas of role drift that may need attention. You are also encouraged to review it with your supervisor during supervision. Space is included on page two for personal notes and reflections.

◇ **Task-Related Drift**

- ☐ I am regularly asked to complete clinical or case management tasks (e.g., treatment planning, assessments, petitions for involuntary admissions, etc.).
- ☐ I document in ways that feel clinical, or diagnostic rather than peer based.
- ☐ I am expected to enforce rules or policies rather than advocate or support choice.
- ☐ I am stepping in during crises in ways that go beyond emotional support and into intervention or control.

◇ **Relational Drift**

- ☐ I find myself giving advice or instructions more often than sharing lived experience.
- ☐ I notice a power imbalance forming between me and the person I'm supporting.
- ☐ My relationships with peers feel less mutual and more directive or one-sided.

◇ **Values-Based Drift**

- ☐ I feel disconnected from the peer values of mutuality, choice, and shared experience.
- ☐ I don't have time or space to share my own lived experience meaningfully.
- ☐ I am working in a way that prioritizes compliance or productivity over connection and recovery.
- ☐ I have stopped reflecting on how my actions align with peer principles.

◇ **Boundary Challenges**

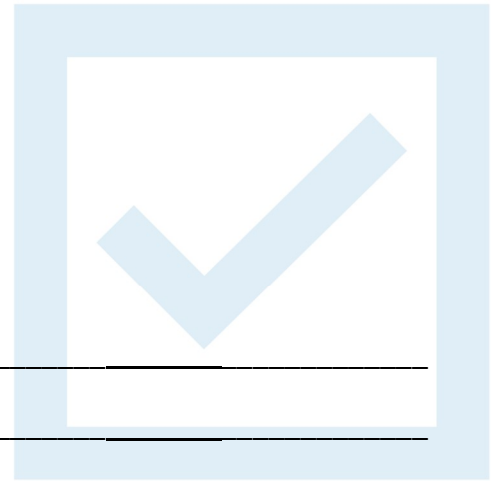
- ☐ I am unclear about what's in my role and what's not.
- ☐ I find it hard to say no when asked to take on non-peer responsibilities.
- ☐ I feel pressured to act like a clinician, case manager, or crisis responder.
- ☐ I have not had a recent conversation with my supervisor or team about my role boundaries.

◇ **Support & Supervision**

- ☐ I do not have a peer-informed space to talk about role challenges.
- ☐ I feel isolated or misunderstood in my role.
- ☐ I have not had reflective supervision or peer consultation recently.
- ☐ I am unsure where to turn when I feel out of alignment.



Reflection Questions



- Note which areas above had the most checkmarks:

- What is one conversation you could have to clarify or protect your role?

- Who can support you in returning to more grounded peer support practices?

- What value from the peer movement do you want to focus on reconnecting with this month?
What are the steps you will take to reconnect with the value?
