

# PEER WORK IN AN AOD TEAM

Author: Project Hope & Thrive

Peer work emerges from a desire to establish genuine connections that are rooted in shared experiences and empathy. In these interactions, power differentials are minimised, and no one is the expert, but instead each person holds expertise, and we grow and learn together. A peer relationship is a collaborative journey characterised by mutual learning and growth.



Peer work is distinguished from other disciplines by its commitment to maintaining a mutual relationship, while drawing upon lived experience. The essence of peer work hinges on this fundamental distinction, emphasizing mutual understanding, mutual responsibility, mutual growth and relational dynamics over task-oriented approaches.



## Peer run welcome sessions using informal processes

- We create connection through sharing lived experiences beyond mental distress, substance dependence or trauma.
- We meet people where they're at; with presence and intention.
- We embrace openness and vulnerability, aiding connections and creating opportunities for mutual growth.

## Peer led group check in with feedback

- Building connection counters feelings of isolation.
- Social connection offers belonging and recognition; for self, relationships, spirituality, and society.
- We show curiosity about each other's worldviews and where they came from.
- Learning to listen with curiosity and seek to understand each other's worldview.
- We celebrate achievements and milestones along the way.
- The group focuses on goals despite barriers, and we nurture the capabilities in others intention.
- Peer workers embrace openness and vulnerability, aiding connections and creating opportunities for mutual growth.

## Peer led psycho education and art therapy

- Facilitated groups that may have educational and/or therapeutic outcomes.
- Groups reduce social isolation and foster a sense of community and connection.
- Peer workers are innovative and flexible in their approach.
- We learn new skills and recovery strategies from each other.
- Peer workers use humour when appropriate.

## Cadetship

- 6 week comprehensive orientation into the organisation
- Placement within different programs on a rotational basis
- Learn administrative processes: referrals, medical records, and recording client contacts.
- Observe and participate in navigation sessions.
- Observe case note writing
- Co design and facilitate their own peer support group.
- Work ready once placements are completed.

OPEN  
COMFORTABLE  
RELAXED  
HONEST  
VULNERABILITY  
COMPASSION  
FEEDBACK  
EMPATHY  
SELF-CONFIDENCE  
FLEXIBLE  
NO PRESSURE  
INFORMAL  
ENGAGING  
FRESH PERSPECTIVES  
INFORMAL  
ON-THE JOB  
SKILL-BUILDING  
MENTORED  
VALUED  
PAID PLACEMENT  
CO-FACILITATE

