6.1 SUPERVISING PEERS: ADMINISTRATIVE SUPERVISION

Understanding Boundaries in Peer-Client Relationships

On the next page is a checklist that can be used in preparing the peer to think about possible boundary issues prior to engaging the client. This checklist can be modified in relation to the type of work the peer will be doing as well as to the organization's standard protocol. Once the peer has filled out the checklist, review items with the peer and discuss strategies to address the potential boundary issue with clients. Be clear about what the agency's protocol is in each of these areas.

There may be some areas where the peer and the supervisor may disagree due to the complex nature of the peer-client relationship. In these cases, it is important for the supervisor to clearly outline when exceptions could be made and why or if no exceptions can be made, then provide the peer with ways in which the peer can respond to the client that can continue to honor the special nature of their relationship without compromising the role of the peer or the agency.

For example: the peer may feel that it is sometimes okay to loan money to a client, but the agency policy prohibits this. The supervisor may need to help the peer prepare a response to the client that is caring, but clear, such as, "I would really like to be able to help you with your money situation, but our agency doesn't allow us to lend money. What other ways can I help you solve this issue?" (There may be other resources available to the client through case management and the peer can refer the client to his or her case manager.) "Maybe your case manager could help you with this. Would you like me to go with you when you meet with your case manager?" In this case, the peer can offer emotional support while referring the client to the appropriate resource.

Boundaries in Helping Relationships

Decide whether for you each of these situations is clearly: 'Always Okay' or 'Never Okay'. If there are times when it might or might not be okay, depending on the circumstances, check 'Sometimes Okay'. Then make a note as to when or under what circumstances that behavior would be okay.

Behavior	Always Okay	Never Okay	Sometimes Okay / When??
1. Keep your attraction to your client secret from supervisor/team			
2. Keep client's attraction to you secret from supervisor/team			
3. Keep boundary concerns secret from supervisor/team			
4. Bend the rules for an individual client			
5. Share religious/spiritual beliefs with client			
6. Advocate for a client despite your team/agency's opposing view			
7. Share after-hours social time with a client			
8. Bring a client to your home for any reason			
9. Share a meal with a client			
10. Engage in common interest with client			
11. Spend time alone with client in his/her apartment			
12. Loan money to a client			
13. Loan personal items to a client			
14. Accept a loan of money from a client			
15. Accept a loan of personal items from a client			
16. Give a gift to a client			
17. Accept a gift from a client			
18. Call a client after work hours			
19. Accept a call from a client after work hours			
20. Accept a call from a client at your home			
21. Invite client(s) to a party at your home			
22. See a former client as a friend			
23. Date a former client			
24. Accept a hug from a client			
25. Initiate a hug with a client			
26. Accept a massage from a client			
27. Initiate a massage with a client			
28. Take a client to your religious institution (church, mosque, temple)			
29. Take a client to your self-help meeting			
30. Ride in a client's vehicle			

This "Read More" section accompanies Section 6.1, Supervising Peers: Administrative Supervision, part of the online toolkit *Building Blocks to Peer Program Success.* For more information, visit http://peer.hdwg.org/program_dev