



Fostering Resilience in Yourself and Others: Boundary Setting

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Core values of peer support

- 1) Peer support is voluntary
- 2) Peer supporters are hopeful
- 3) Peer supporters are open-minded
- 4) Peer supporters are empathetic
- 5) Peer supporters are respectful
- 6) Peer supporters facilitate change
- 7) Peer supporters are honest and direct
- 8) Peer support is mutual and reciprocal
- 9) Peer support is equally shared power
- 10) Peer support is strengths-focused
- 11) Peer support is transparent
- 12) Peer support is person-driven



Recovery Roles

Outreach worker

Motivator and cheerleader

Confidant

Truth-teller.

Role model and mentor

Planner

Problem-solving coach

Resource broker

Observer

Advocate

Educator

Community organizer

Lifestyle consultant/guide

Encouraging new relationships

Other roles?

Adapted from Ethical Guidelines for the Delivery of Peer-based Recovery Support Services
by William L. White, MA and PRO-ACT Ethics Workgroup. (08/21/2013):

<http://www.bhrm.org/recoverysupport/EthicsPaperFinal6-8-07.pdf>



Peer providers DO:

- Facilitate peer support groups
- Share their own recovery stories
- Advocate for consumers
- Act as role models of recovery
- Provide crisis support
- Communicate with clinical staff
- Act as a liaison between staff and clients
- Work on a variety of clinical teams
- Provide outreach & educate facility staff and peers about peer support services



Peer providers DO NOT:

- Provide psychotherapy
- Do other people's jobs or fulfill other people's roles in the facility
- Collude with client peers against clinical staff
- Cross boundaries
- Support client consumers in self destructive or illegal behaviors
- Criticize clinical staff in front of client consumers

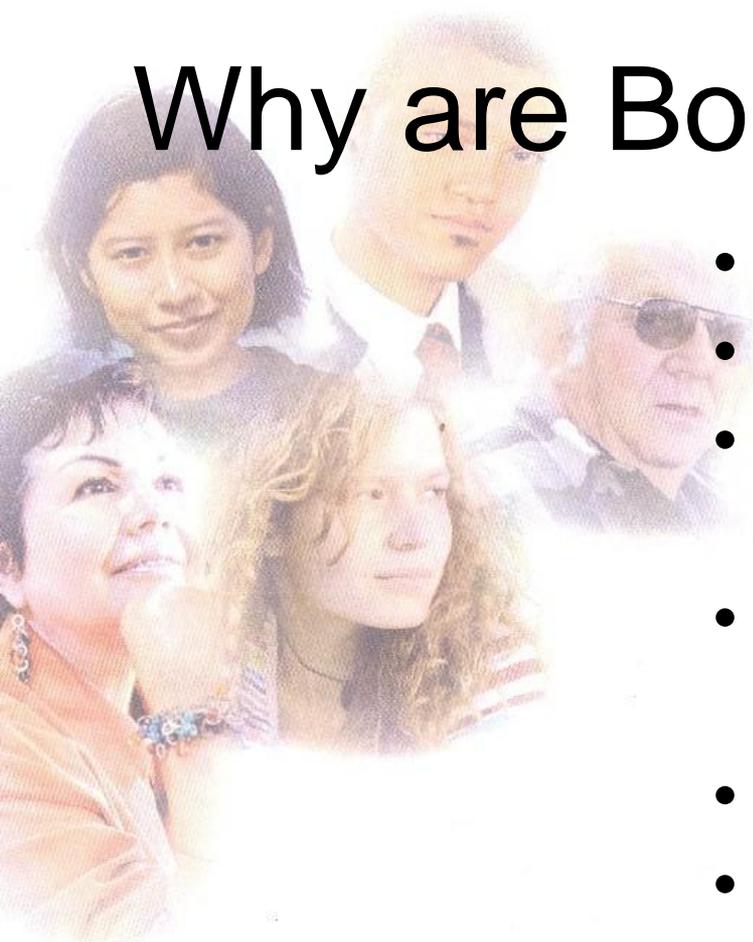
A collage of diverse people's faces in the background, including a woman with dark hair, a man in a suit, a woman with long blonde hair, and a woman with short dark hair.

Setting and Keeping Healthy Boundaries: *It's complicated.*

Boundaries are involved with how we treat others, how they treat us, and how we treat ourselves.

Why are Boundaries Important?

- Demonstrates respect for others
- Promotes honesty
- Fosters trust between individuals
- Maintains safety of everyone involved
- Clarifies roles & expectations
- Boundaries create a safe space, both physically and emotionally
- And...

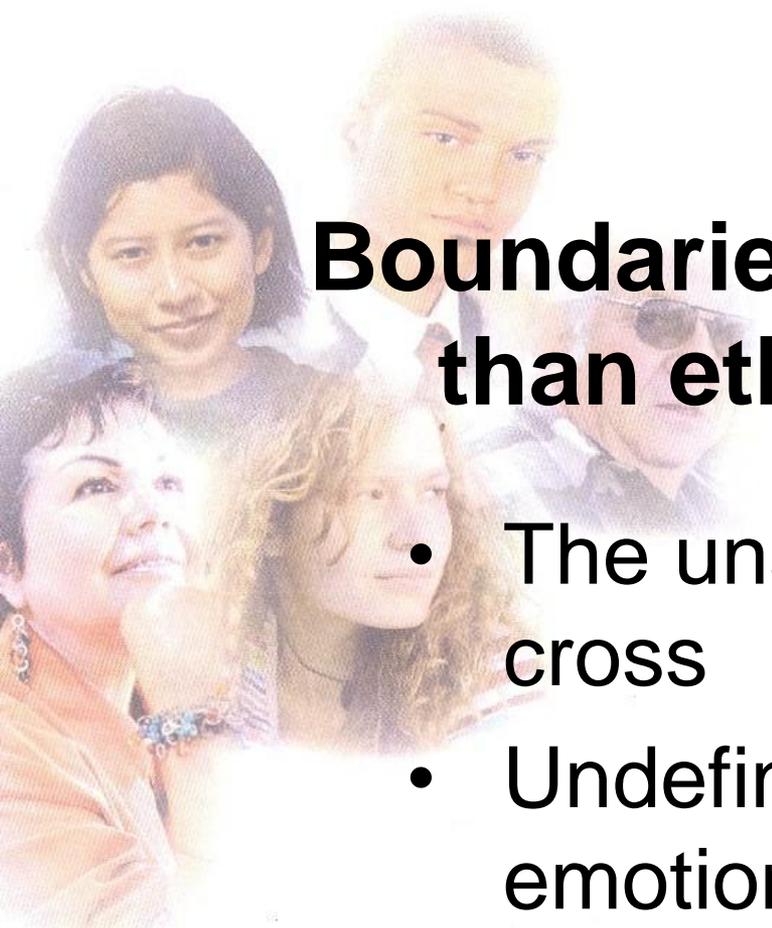




Appropriate boundaries allow people to form trusting relationships that help them

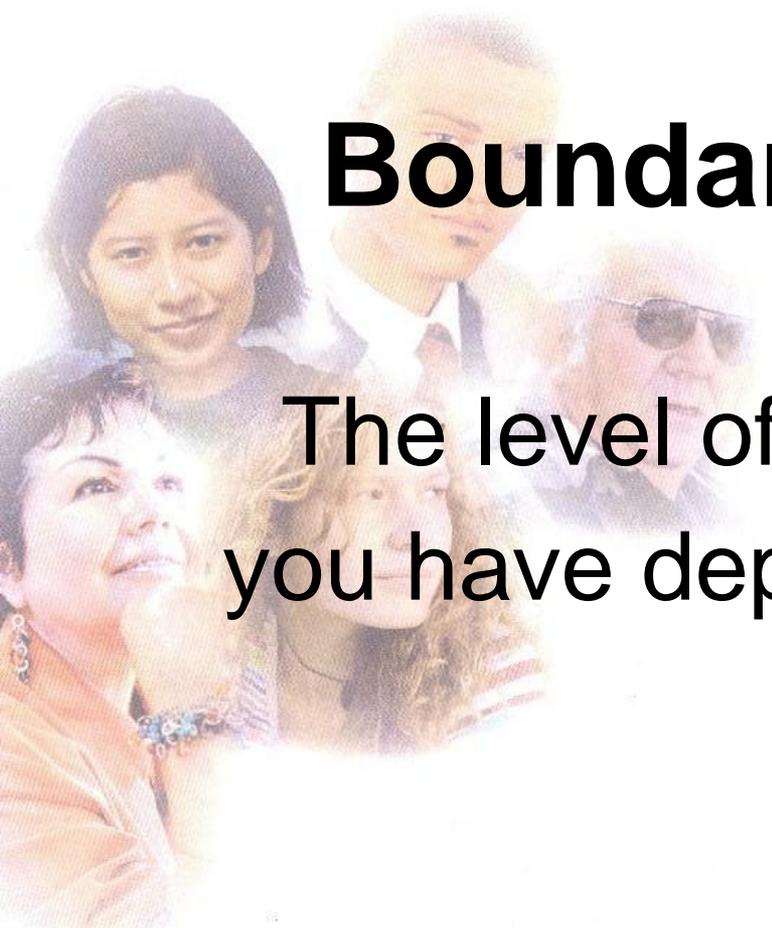
- Learn
- Move toward recovery
- Become more self-aware

“Boundaries involve a careful and strategic balance between providing support and setting limits.”



Boundaries are more ambiguous than ethical considerations

- The unseen lines that you won't cross
- Undefined physical and emotional distances
- Parameters that make you unique
- Self imposed and self defined



Boundaries are Important

The level of boundary responsibility you have depends on the relationship:

- **Friendship**
- **Work Colleague**
- **Client**



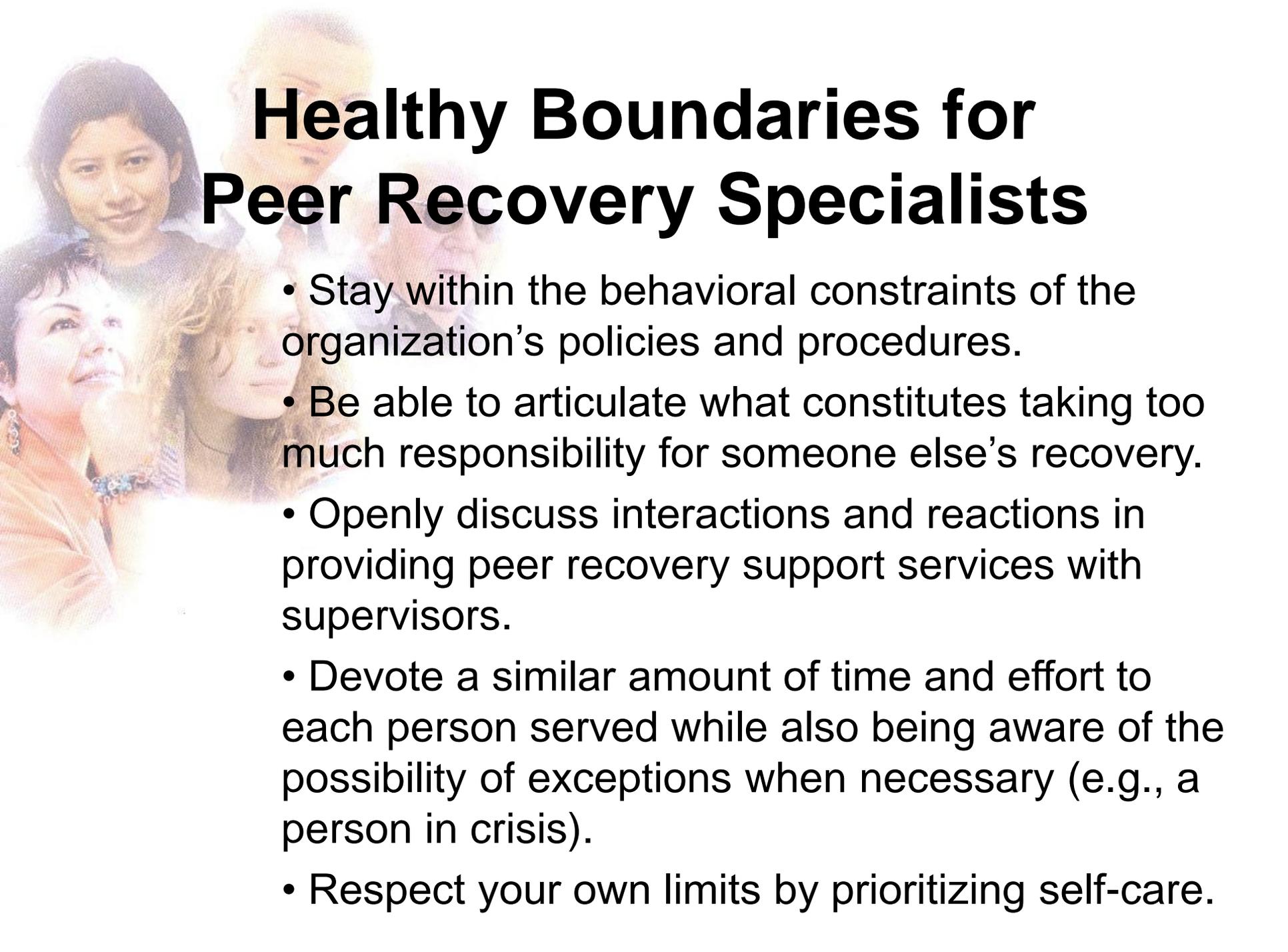
Personal Boundaries

- Boundaries set expectations so people know how to behave around you.
- Boundaries make you feel safe and healthy.
- Boundaries make others feel safe around you.
- Boundaries help build trust.

Boundaries are clearly communicated as 'right' or 'wrong.'



Personal Limits



Healthy Boundaries for Peer Recovery Specialists

- Stay within the behavioral constraints of the organization's policies and procedures.
- Be able to articulate what constitutes taking too much responsibility for someone else's recovery.
- Openly discuss interactions and reactions in providing peer recovery support services with supervisors.
- Devote a similar amount of time and effort to each person served while also being aware of the possibility of exceptions when necessary (e.g., a person in crisis).
- Respect your own limits by prioritizing self-care.



What Do Boundaries include?

Confidentiality
Language use
Actions



Confidentiality

Confidentiality involves keeping others' personal information private, with certain exceptions



Language Use

Respectful, recovery-oriented language fosters positive relationships with others.



Actions

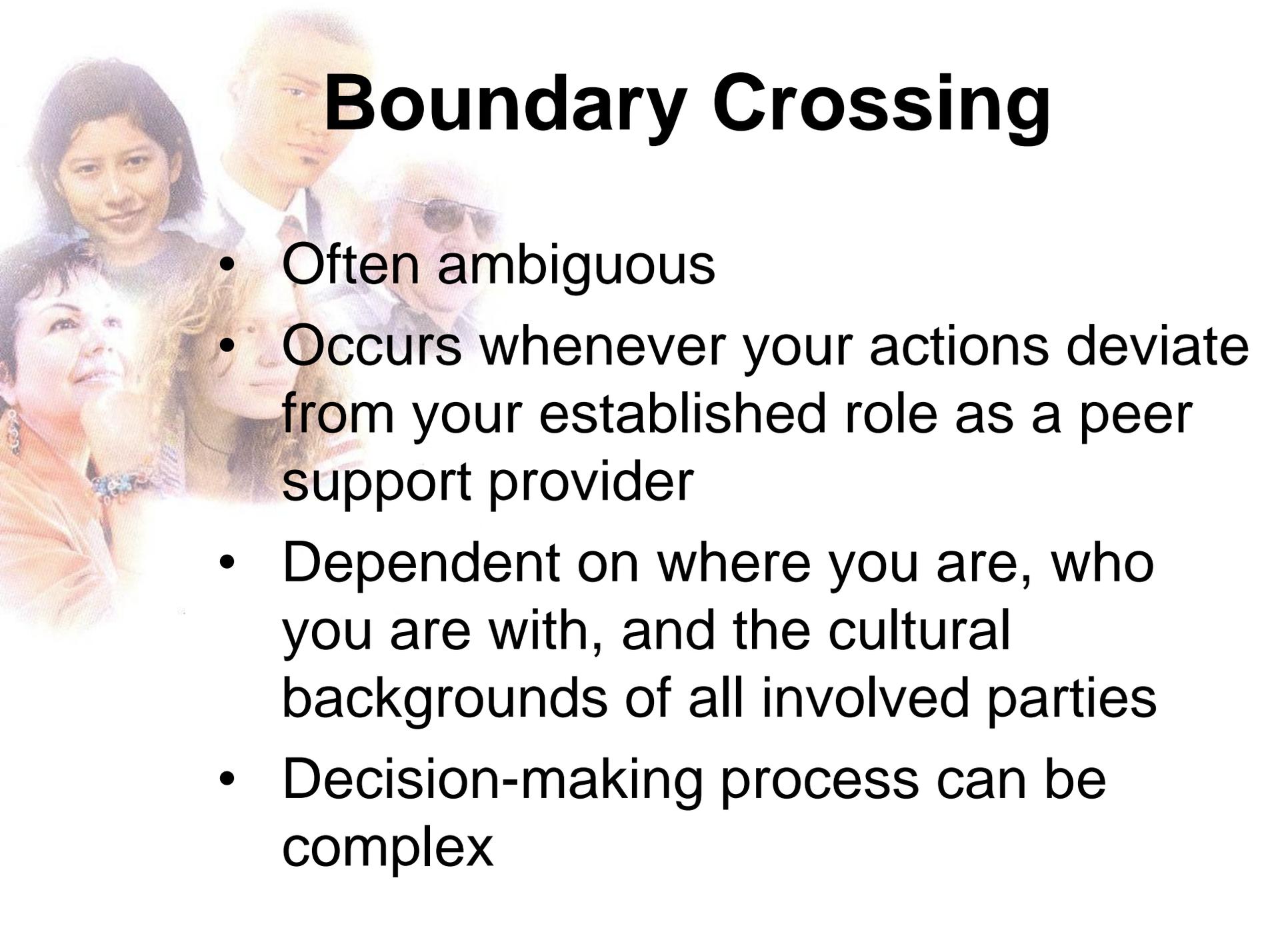
Promoting respect, trust, and
safety in relationships



Peer Drift in the Workplace

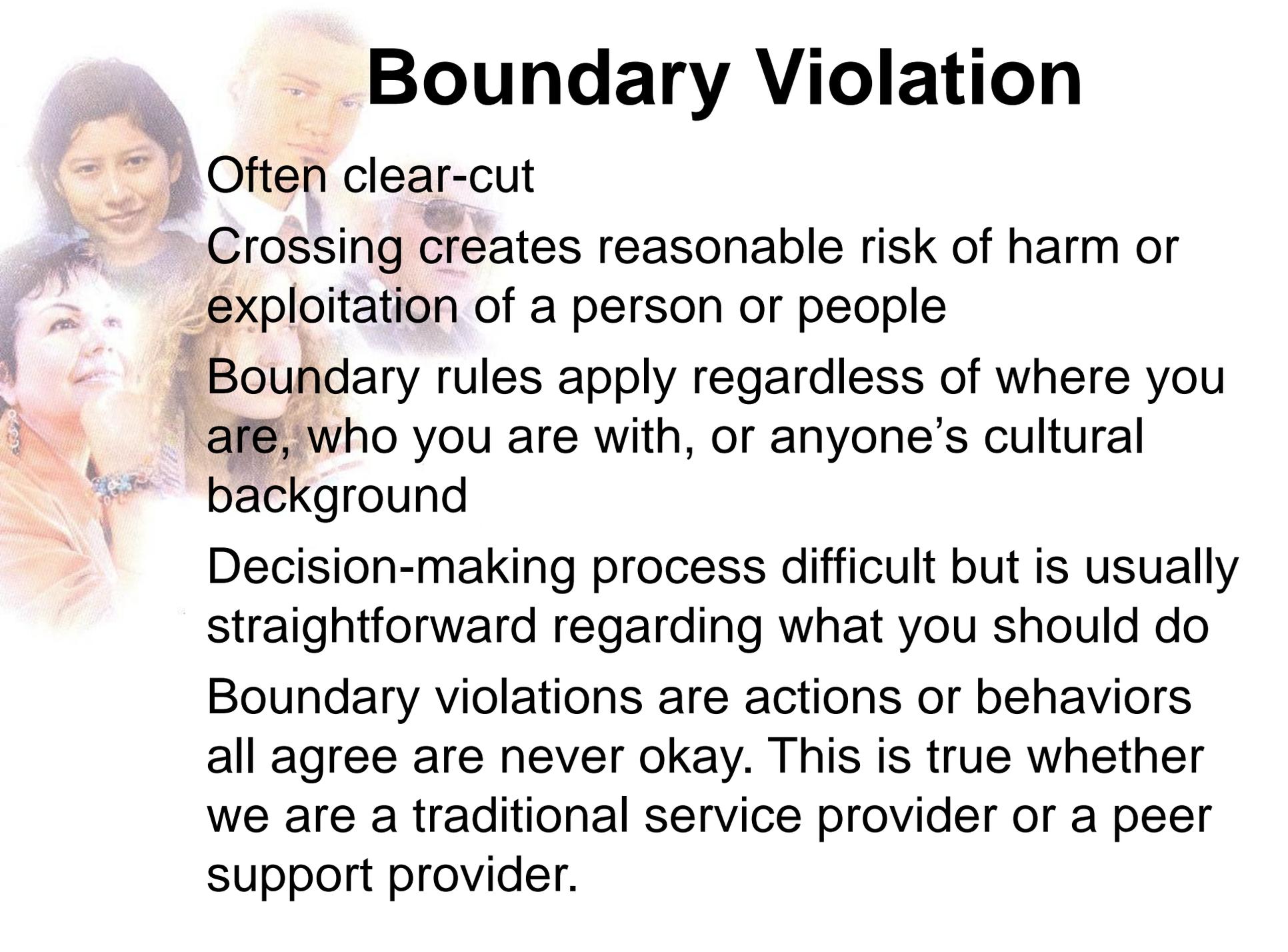


Boundary Crossing vs Boundary Violations



Boundary Crossing

- Often ambiguous
- Occurs whenever your actions deviate from your established role as a peer support provider
- Dependent on where you are, who you are with, and the cultural backgrounds of all involved parties
- Decision-making process can be complex



Boundary Violation

Often clear-cut

Crossing creates reasonable risk of harm or exploitation of a person or people

Boundary rules apply regardless of where you are, who you are with, or anyone's cultural background

Decision-making process difficult but is usually straightforward regarding what you should do

Boundary violations are actions or behaviors all agree are never okay. This is true whether we are a traditional service provider or a peer support provider.



What are Boundary Violations in our Work?

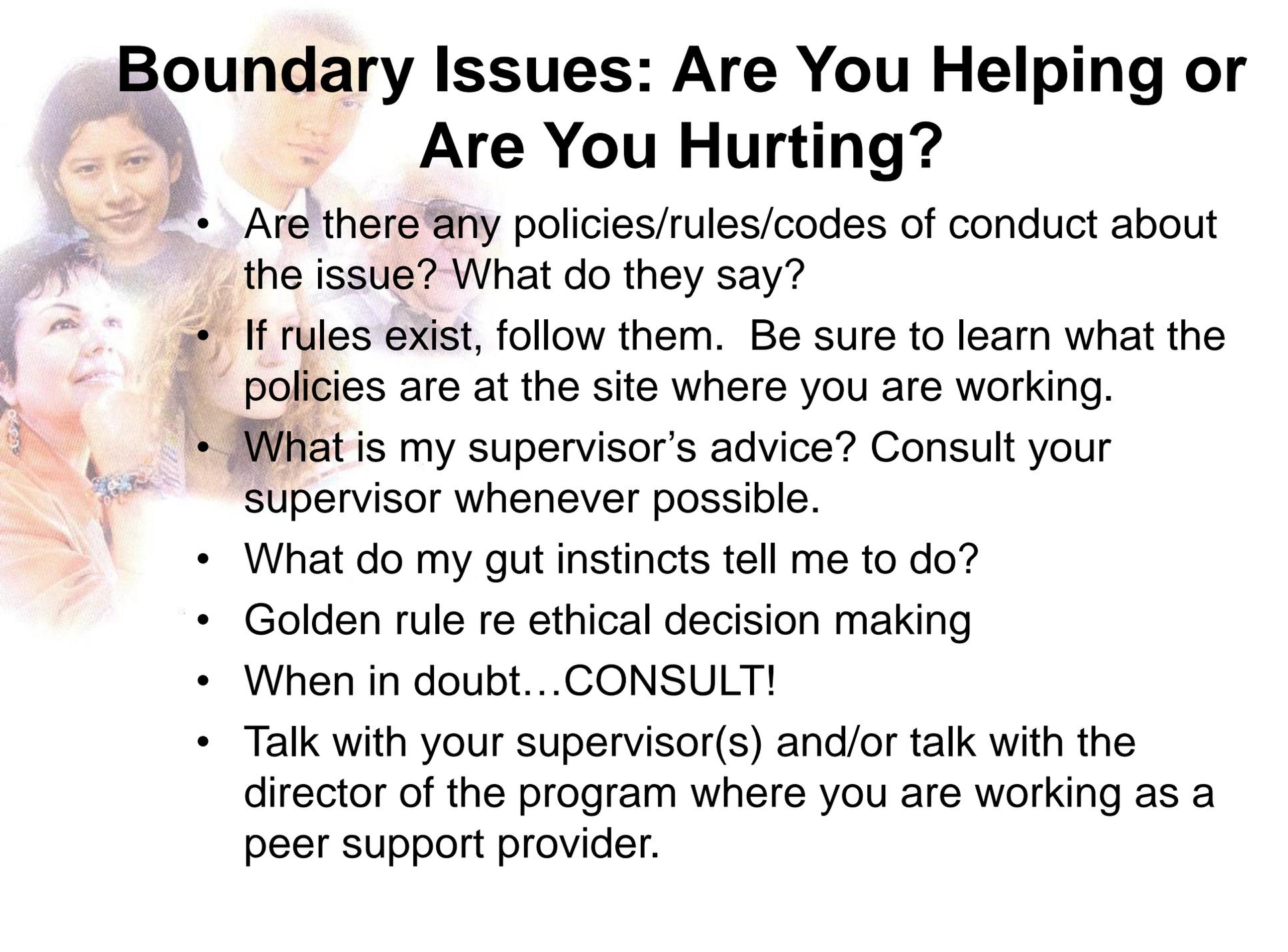
Work boundaries may involve issues of

- power and control,
- professional distance,
- self-disclosure,
- after-hours involvement, and friendship vs. friendly behavior.



Boundary Violations: 4 Common Elements

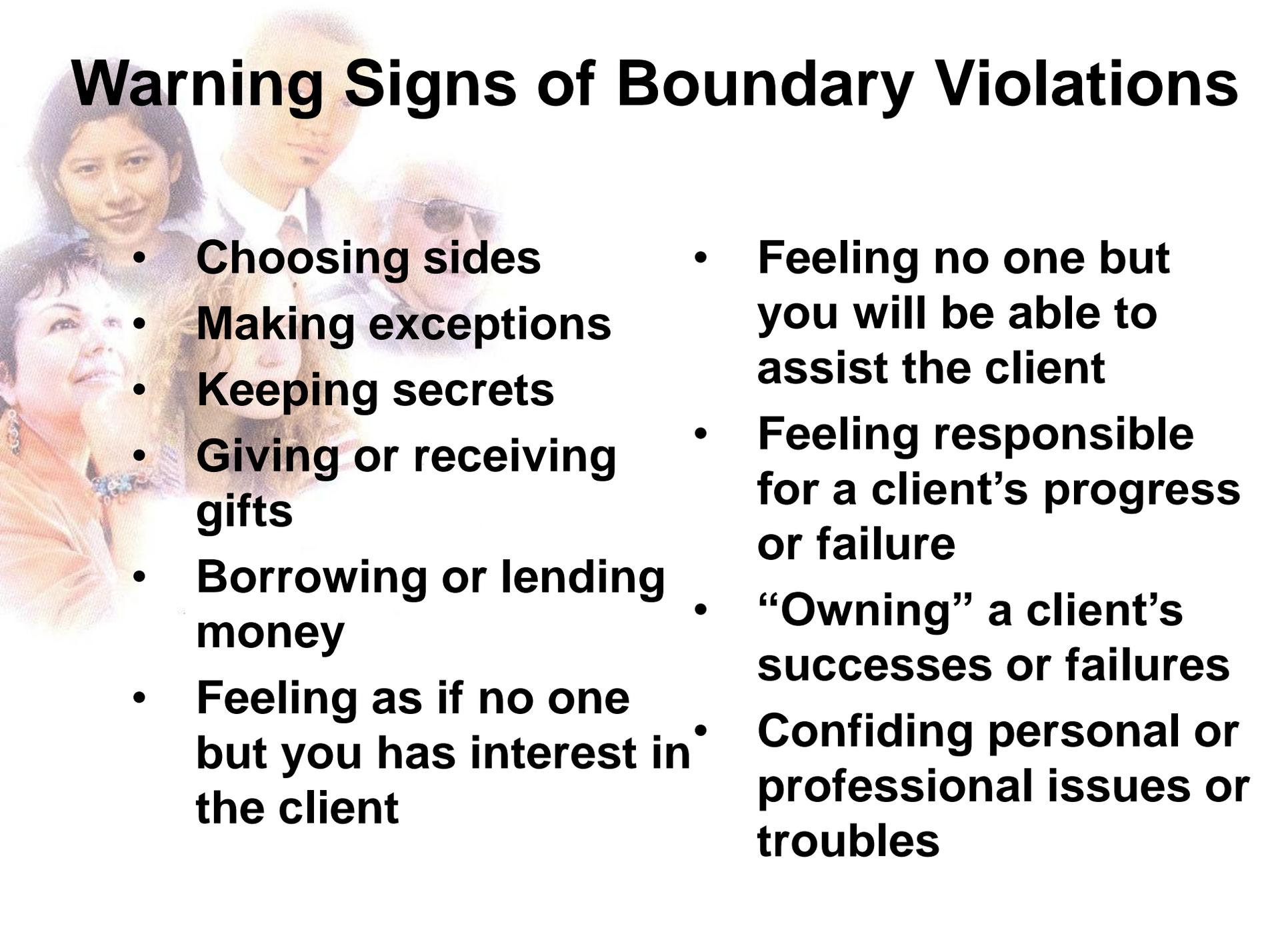
- Secrecy
- Role Reversal
- Indulgence of Professional Privilege
- Double Bind



Boundary Issues: Are You Helping or Are You Hurting?

- Are there any policies/rules/codes of conduct about the issue? What do they say?
- If rules exist, follow them. Be sure to learn what the policies are at the site where you are working.
- What is my supervisor's advice? Consult your supervisor whenever possible.
- What do my gut instincts tell me to do?
- Golden rule re ethical decision making
- When in doubt...CONSULT!
- Talk with your supervisor(s) and/or talk with the director of the program where you are working as a peer support provider.

Warning Signs of Boundary Violations



- **Choosing sides**
- **Making exceptions**
- **Keeping secrets**
- **Giving or receiving gifts**
- **Borrowing or lending money**
- **Feeling as if no one but you has interest in the client**
- **Feeling no one but you will be able to assist the client**
- **Feeling responsible for a client's progress or failure**
- **"Owning" a client's successes or failures**
- **Confiding personal or professional issues or troubles**



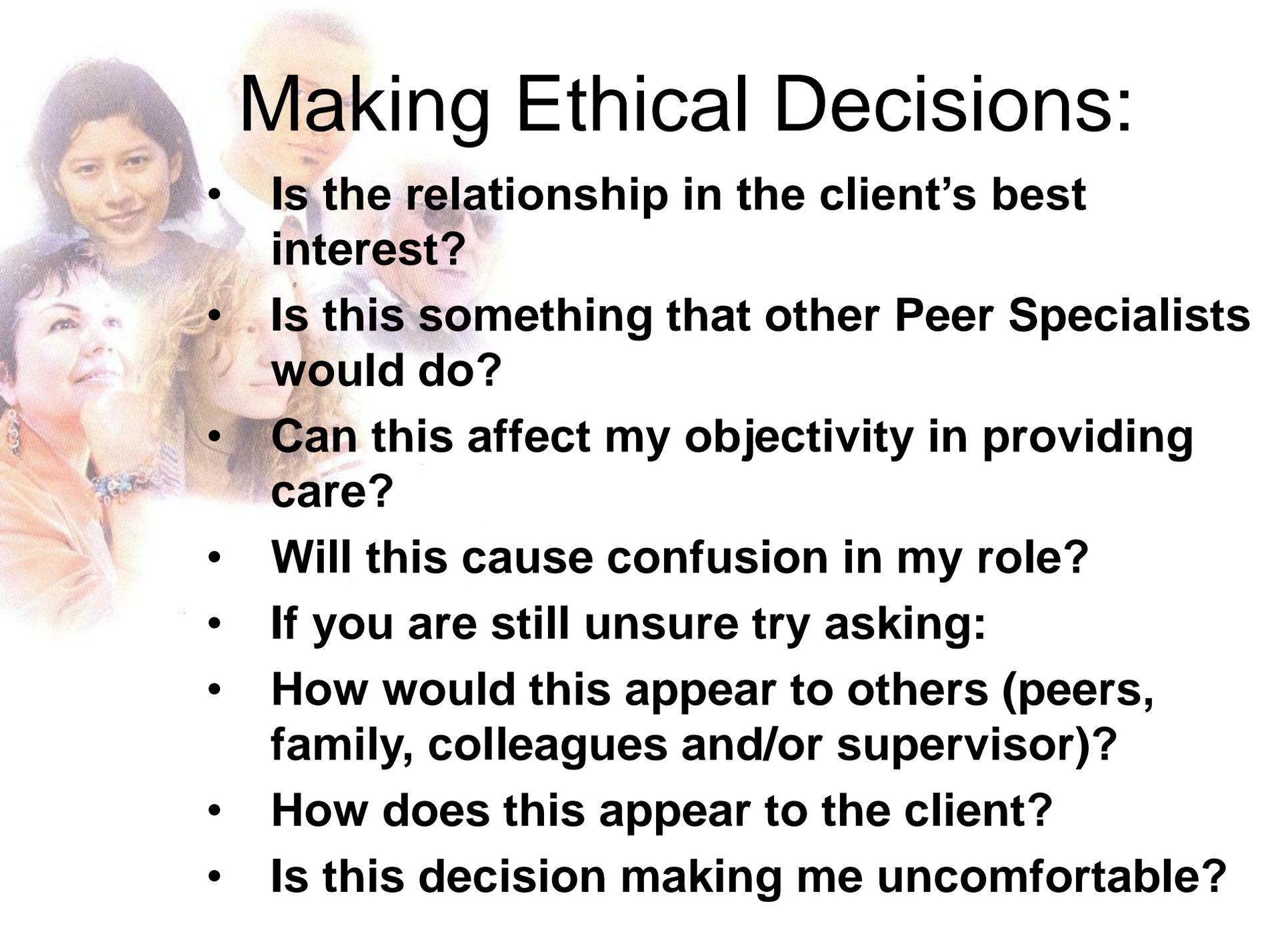
Situational boundaries and ethical issues



Clear Discussion and Mutual Agreement

The role and limitations of peer support services.

An ongoing discussion.



Making Ethical Decisions:

- **Is the relationship in the client's best interest?**
- **Is this something that other Peer Specialists would do?**
- **Can this affect my objectivity in providing care?**
- **Will this cause confusion in my role?**
- **If you are still unsure try asking:**
- **How would this appear to others (peers, family, colleagues and/or supervisor)?**
- **How does this appear to the client?**
- **Is this decision making me uncomfortable?**



SAMHSA's 3 Steps

Step 1: risk of harm

Step 2: principles of recovery
or core values of peer support

Step 3: policies, standards,
laws

And consistent with human rights and recovery



Boundary Crossing and Boundary Violation Examples



Clear boundary violations:

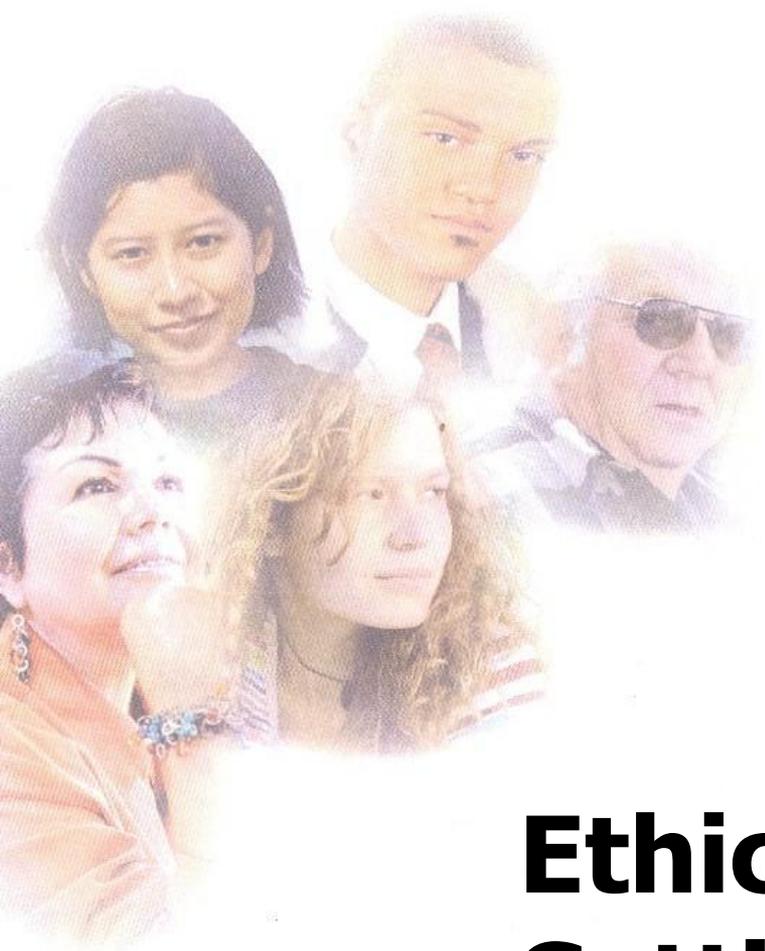
- Never engage in sexual/intimate activities with the consumers they serve.
- Never accept gifts from those they serve.
- Never provide their home address to those they serve.
- Never enter into business arrangements with consumers they serve.



Problem Spots

- Time
- Location
- Gifts

Peer Recovery Coach Behavior	Zone of Safety (Always OK)	Zone of Vulnerability (Sometimes OK)	Zone of Abuse (Never OK)
Accepting a gift			
Lending money			
Giving a hug			
Giving your cell phone number			
Using profanity			
Attending a recovery support meeting in the community with the person served			
Hiring the person served to do work			



Ethics in Peer Service Settings: Personal Checklist



The ethics of self-care

...set limits that will work in both
your professional and personal life



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