

**Appendix A**

**ORGANIZATIONAL SELF-ASSESSMENT**

	Strongly Disagree	Disagree	Not sure /Undecided	Agree	Strongly Agree
1. Staff understand the purpose and duties of the peer support worker role.					
2. Peer support workers in the agency receive individualized and regular supervision.					
3. Staff respect and work with the goals and treatment preferences of young adult clients.					
4. Staff understand the unique developmental experiences of young adults in today’s society.					
5. Staff believe that young adult peer support workers can be valuable members of the treatment team.					
6. Staff will help young adult peer support workers to conduct their job duties.					
7. The agency implements policies and trainings that respect the diversity of different cultures, (e.g., racial/ethnic, age, gender).					
8. The agency takes specific steps to address workplace stigma and discrimination [i.e., mental illness].					
9. The agency provides service recipients with information about peer support groups and services.					
10. Staff orientation and training for all treatment staff covers the specific responsibilities of young adult peer support workers.					
11. Staff understand that young adults with mental illnesses can be capable of competitive work with the right supports					
12. Staff use person-first language in all written and verbal communication.					
13. Employees know how to request reasonable accommodations.					
14. When an employee requests a reasonable accommodation, the supervisor and employee work together to find the best one.					
15. Organizational/program leaders communicate the importance of the young adult peer					

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support worker role to staff and program participants.					
16. Peer support workers and consultants are in leadership positions at the agency or program.					
17. Staff working with young adult clients motivate them to take greater control over their health and life.					
18. The agency has carefully considered how relational boundary and conflict of interests concerns apply to young adult peer support workers.					
19. Peer support workers feel comfortable asking their supervisors for assistance with their work.					
20. Staff personnel evaluations assess the employees' strength belief that young adults with mental health conditions grow and recover.					