



Prospective peer supporters should meet the following criteria

In accordance with Peer Support Program Policy:

1. Must have completed initial job training and probationary status with the City of Irving.
2. Voluntarily submit a written resume detailing their purpose, desire and qualifications to participate as a team member.
3. Employees that are currently assigned to Professional Standards are eligible to receive the CISM training but are not eligible to participate as a Peer Support Team Member.
4. Must be recommended by their chain of command.
5. Must participate in an oral board interview with members of the department that have been chosen by the Peer Support Team Coordinator.
6. Must be recommended by each member of the interview board.
7. Agree to maintain confidentiality.
8. All peer supporters will be required to sign a confidentiality agreement to affirm their commitment to ensure the confidentiality of the program participants for both their issues and their identities.
9. Be empathic and possess excellent interpersonal and communication skills.
10. Be motivated and willing to manage time effectively.
11. Successfully complete the selection process, attend and successfully complete the minimum training program, and agree to participate in any necessary ongoing training.

Oral Board Interview:

Will review of applicants' interests and motivations for being team members, such as:

- their previous education and training,
- as well as personal exposure to traumatic experiences and the responses to those experiences.

The review board will also provide applicants with scenarios to gauge applicants' empathy, interpersonal skills, and judgment.

Specific traits and qualities:

- maturity, good judgment, empathy, teamwork, and personal and professional credibility that should be evaluated through the interview process.