

## Appendix 1

We examined the relationship of length of employment (less than or greater than 6 months) to the benefits individuals reported as being related to work as a peer support specialist. We found the associations between length of employment and benefits were less the intrinsic benefits (e.g., "I feel more self-confident") and more often extrinsic ones. Using chi-square statistics and one-sided tests of significance, individuals employed more than 6 months were more likely to endorse the following items: "I have been able to begin saving money" ( $X^2=4.75$ , 1,  $p=.02$ ), "I have taken a paid vacation" ( $X^2=33.22$ , 1,  $p=.000$ ), "I purchased my own vehicle" ( $X^2=11.07$ , 1,  $p=.000$ ), "I have been able to reduce the medication I am taking for my psychiatric symptoms" ( $X^2=3.65$ , 1,  $p=.04$ ), "I now have a retirement account, like a 401K" ( $X^2=10.32$ , 1,  $p=.001$ ), "I have been able to stop all medication I was taking for my psychiatric symptoms" ( $X^2=5.66$ , 1,  $p=.01$ ), and, "I have purchased a house or a condo" ( $X^2=5.23$ , 1,  $p=.01$ ).