# Developing Valued Social Roles through Person Centered Practices

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Check and Connect National Conference

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In Today's Session

- **Person Centered Practices**
  - What do we value?
- **Understanding Outcomes**
  - What do we measure?
- **Refining Services and Supports**
  - How do we respond?
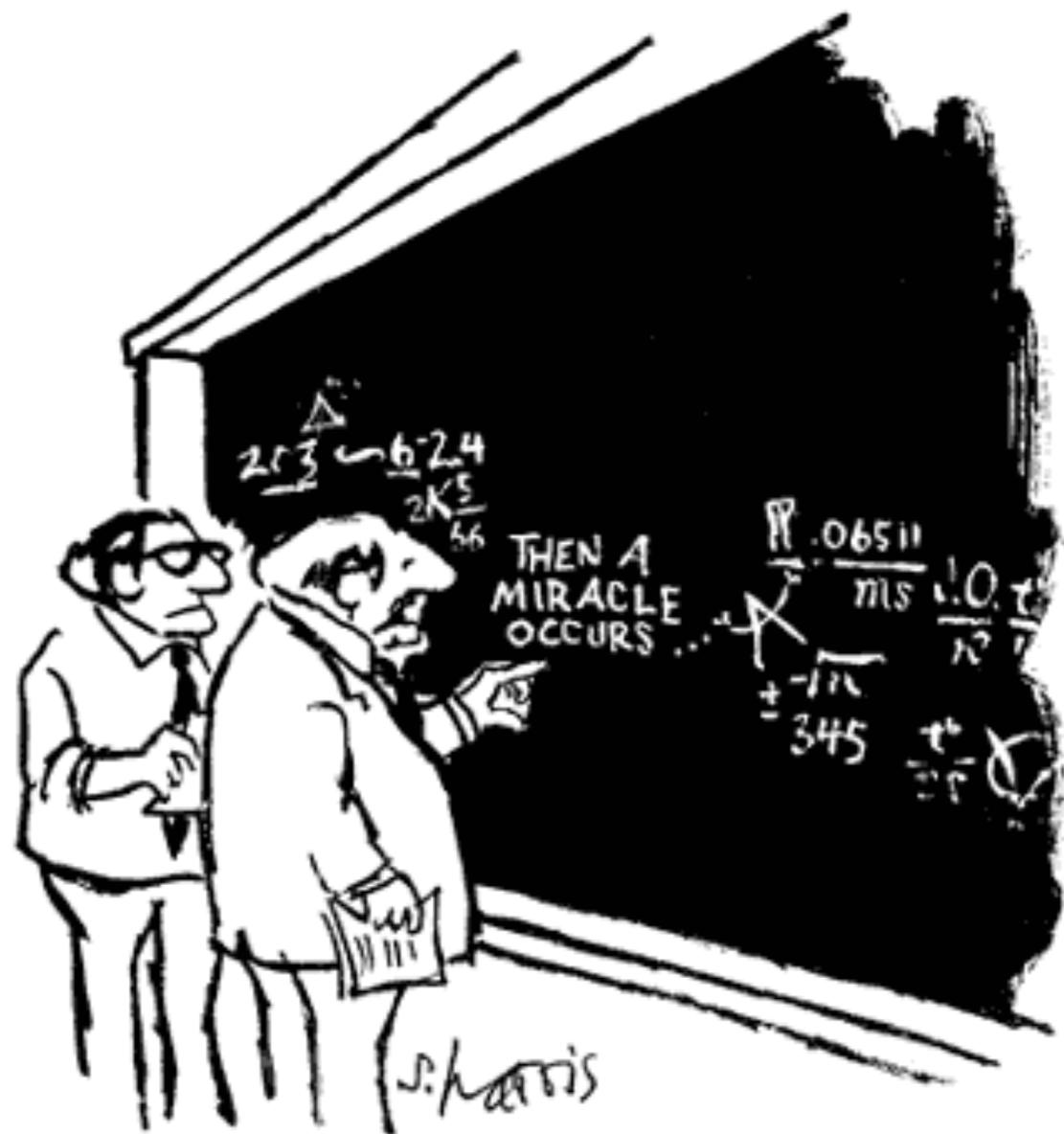
"I think you should be more explicit here in step two."

Three Desired Outcomes of Support Services for Students

- To help students discover and move toward a desirable personal future

- To offer needed help in ways that protect and promote valued experiences now

- To offer needed help in ways that support and strengthen community competence

To help students discover and move toward a desirable personal future:

- Discovering a vision

- Creating opportunities

- Delivering support

To offer needed help in ways that protect and promote valued experiences now:

- Growing in personal relationships

- Sharing ordinary community places and activities

- Making choices

- Being treated with respect

- Having valued social roles

To offer needed help in ways that support and strengthen community competence:

- Supporting family and friends who care

- Strengthening links to community networks

- Expanding memberships in community associations

- Increasing the openness of the local economy

- Improving the effectiveness and inclusiveness of services and benefits to all local citizens

Minnesota's Olmstead Plan

- Person Centered Planning

- Transition Services

- Housing and Services

- Employment

- Lifelong Learning/Education

- Transportation

- Positive Supports

- Crisis Services

- Assistive Technology

- Preventing Abuse and Neglect

- Community Engagement

- Healthcare and Health Living

Valued Experiences

"A More ordinary life"

- Personal relationships
- Sharing places & activities
- Making choices
- Being treated with respect
- Having valued social roles

John and Connie O'Brien 1989

Do not judge
my story by
the chapter
you walked
in on.
-Unknown

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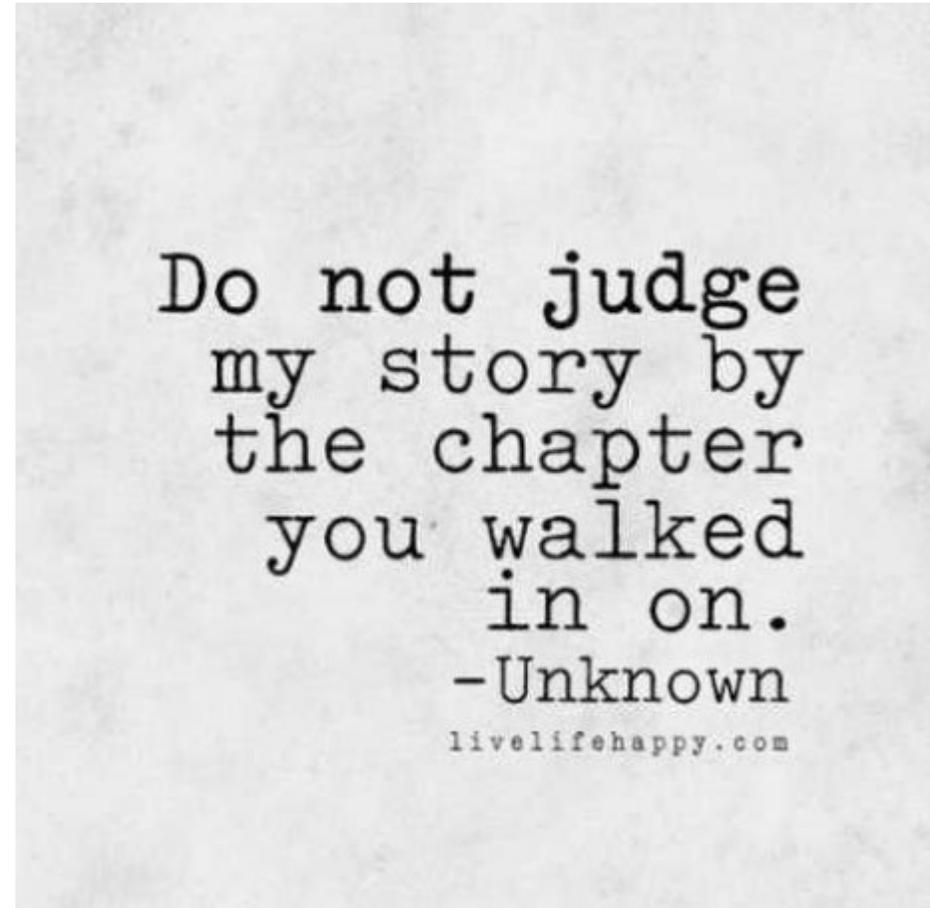
Valued Social Roles

There's no comprehensive list of valued social roles, but it's easy to recognize a person who has not found one

Would a person be missed?

Priest Server Artisan Warrior King Sage Scholar

The Interviewer

https://www.youtube.com/watch?v=wT9PdS9hPFs

Foundational Beliefs

Person-Centered Practices:

- Change common patterns of community life
- Stimulate community hospitality
- Enlist community members

Who is this person?
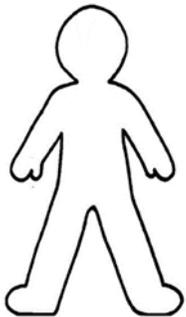
- What is important to them?
- What is important for them?

Person Centered Thinking

- What are some things that are important **to** you?
  - When you were sixteen
  - Today
- What things are important **for** you?

- What are some of your own valued social roles?

Important to –

Those things in life which help us be **Content, Happy, Energized, Engaged, and Relaxed**.

They include:

- People to be with/relationships
- Things to do/Places to go
- Status and Control
- Rituals or routines
- Rhythm or pace of life
- Things to have

Important for –

This includes only those things that we need to keep in mind regarding Issues of **health** and **safety:**

- Physical health and safety, including wellness and prevention
- Emotional health and safety, including support needed

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Finding a Balance

- Risk management techniques currently often focus on assuring safety or health at the cost of what creates satisfaction for the person

- What is the "dignity" of risk?
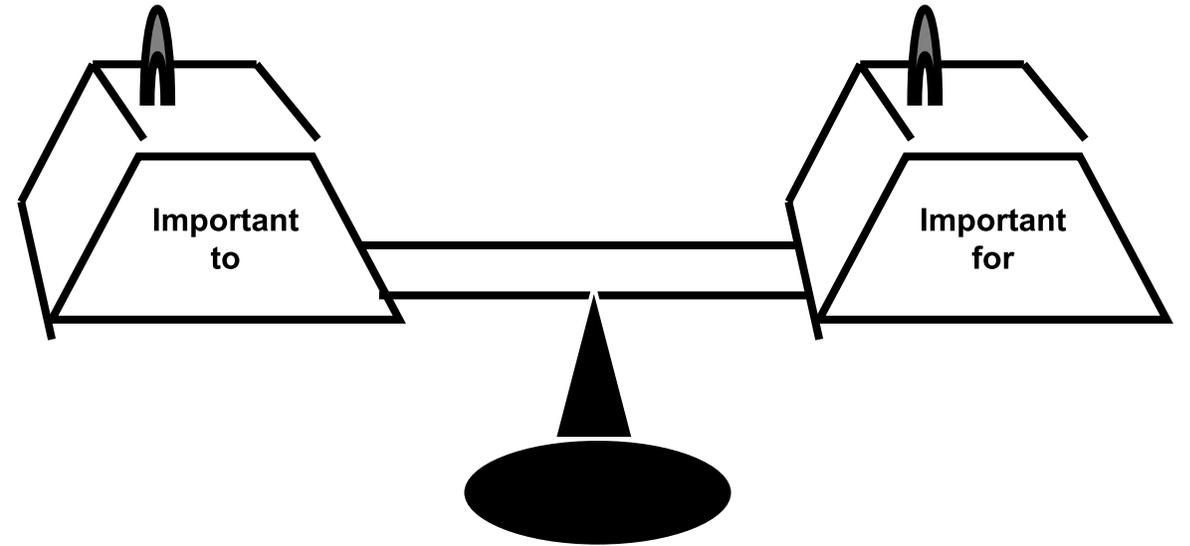
One Page Profiles

- Important To Me (CHEER)
  - Content
  - Happy
  - Energized
  - Engaged
  - Relaxed
- What People Like about Me
- How Best to Support Me

Jacob

I am 19 and a senior in high school.

I want to own my own landscape business!

My Goals:

- To work and have money
- To be my own boss
- To live in my own place
- To have a girlfriend
- To play on a baseball team

What Works for Me:

- Using the calendar on my smart phone
- Working outside
- Working on my own but part of a team
- Time to process directions
- When you are patient and listen
- High expectations
- Respect

What Doesn't Work for Me:

- Crowded places
- Not having my phone
- Early mornings
- Too much time with my mom and dad
- Dairy foods
- People in my face/space

Things to Know About Me:

- I am allergic to dairy
- Love computer games
- Favorite food is hamburgers
- Chill out watching baseball
- Responsible and organized
- Real good with microwave

Next Steps:

- Learn about housing options
- Set up a meeting to apply for VR services
- Lock in career development opportunities at school
- Enroll in courses (small engine repair and landscape/ horticulture class)

Levels of Change

- *Level One: Any changes that results in a positive difference in the lives of people who use services or in your own work life.*

- *Level Two: Any changes an organization makes to its practices, structure or rules that result in positive differences in the lives of people.*

- Level Three: Any change in practice, structure and rules made at the system level. These changes have an effect on many organizations, and therefore many peoples' lives.

Disclosure of Disability

- Advantages

- Disadvantages

- In conversations about disclosure...

Accommodations

- A reasonable accommodation is any modification or adjustment to a job or the work environment that will enable a qualified applicant or employee with a disability to participate in the application process or to perform essential job functions.

- Accommodation Information by Disability: A to Z
  - http://askjan.org/media/atoz.htm

Learning How to Learn/Bloom's Taxonomy

Synthesize

Evaluate

Analyze

Apply

Understand

Remember

Taking Control of One's Life

- Internal Decisions
  - Desire
  - Goal orientation
  - Reframing

- External Manifestations
  - Persistence
  - Goodness of fit
  - Learned creativity
  - Social ecologies (helpful people)
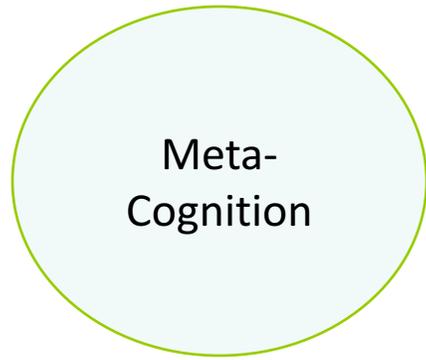
8 Executive Functions
2 Domains

Meta-Cognition
- Monitor
- Organization of Materials
- Plan/Organize
- Working Memory
- Initiate

Behavioral Regulation
- Emotional Control
- Shift
- Inhibit
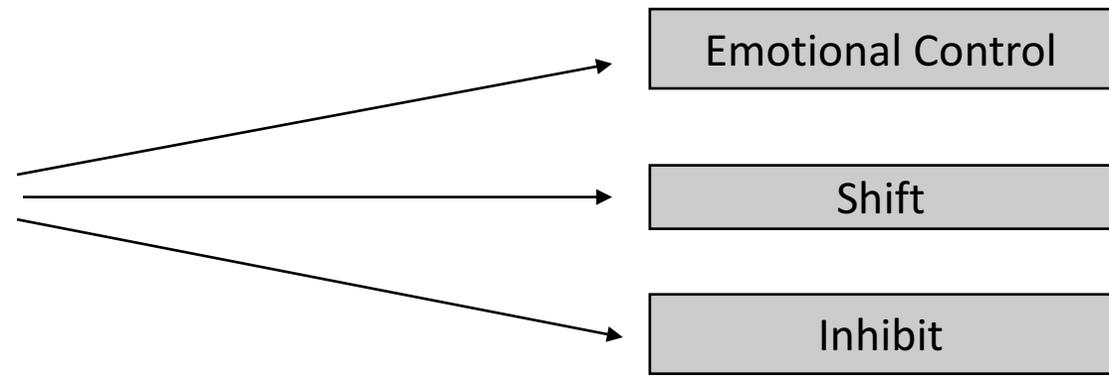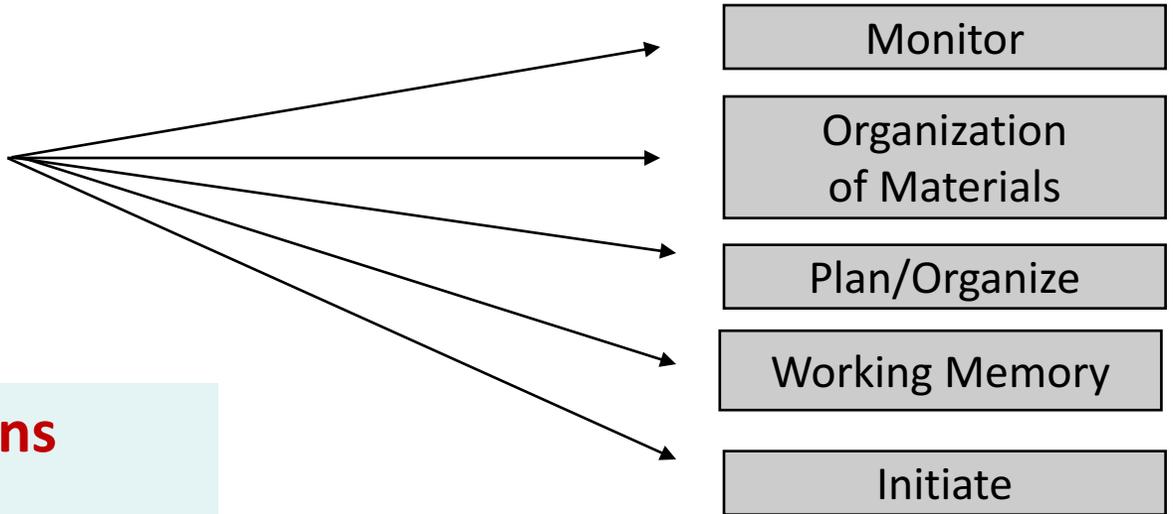
Conceptualization

- The ability to mentally manipulate ideas, experiences, structures, relationships, etc.

- Concrete thinking is limited to "here and now" events or experience and a limited number of factors.

- Abstraction involves permutations of many factors, past or future experiences, intangibles, and various perspectives.

Theory of Mind

- The natural way of "mind reading"—detecting others' intentions, feelings, and thoughts to assure our participation in communication and social behavior.

Taking Charge

- Time awareness and scheduling

- Making tasks manageable

- Prioritizing

- Activation and motivation

- Organizational systems: set-up, implementation and maintenance

- Project planning

Competitive Integrated Employment

- Is this everyone's goal?

- What are the implications?
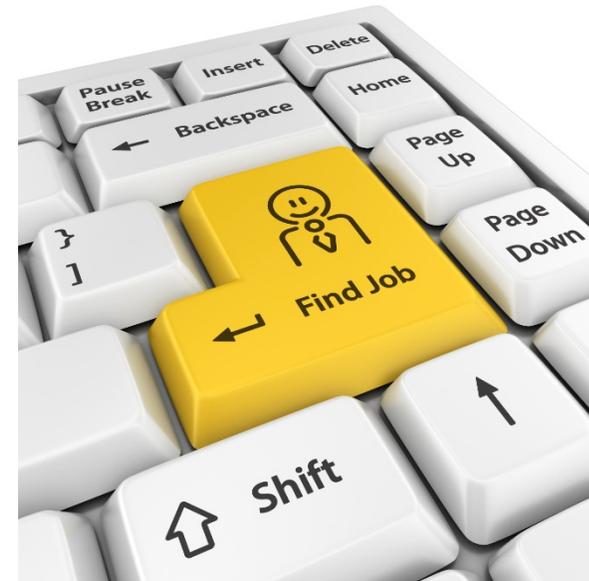
Supported Employment

- What is Supported Employment?
  - Definitions
  - Versions
  - Past
  - Future

Employment Supports

Customized Employment

- What is Customized Employment?
  - Definitions
  - Versions
  - Past
  - Future

Thank you!