



Getting Information You Need Without Sounding Like a Bureaucrat!

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What Is Person Centered Planning ?

- Person-centered planning is a process-oriented approach to empowering people with disability labels. It focuses on the people and their needs by putting them in charge of defining the direction for their lives, not on the systems that may or may not be available to serve them. This ultimately leads to greater inclusion as valued members of both community and society.

Person-centered planning involves the development of a "toolbox" of methods and resources that enable people with disability labels to choose their own pathways to success; the planners simply help them to figure out where they want to go and how best to get there.

- -Cornell University Person Centered Planning Education Site

A person centered approach

- Everyone, has hopes and dreams about making their lives better. Historically, service plans for supporting individuals with developmental disabilities were written to satisfy rules and regulations; seldom exploring what individuals hoped for, their goals or dreams. They also did not describe the supports or activities needed to help people move toward their desired lives. Person-centered planning is a way to determine what an individual wants their life to look like, as well as to identify the kinds of supports necessary to help the person get there.

Unconditional Positive Regard

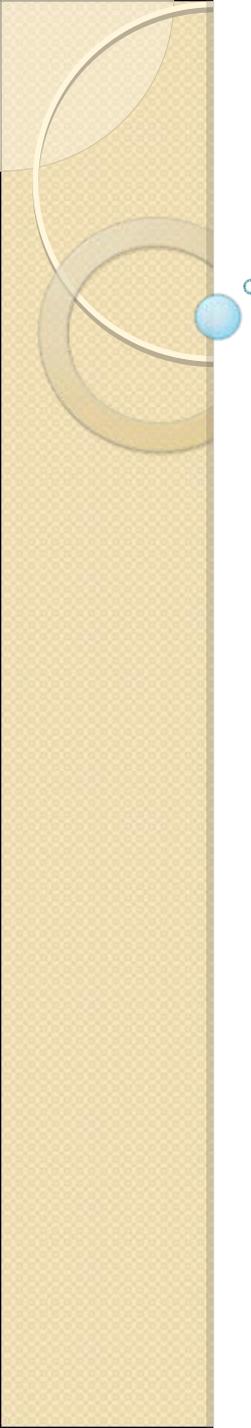
- **Unconditional positive regard is a term used by humanist psychologist Carl Rogers to describe a technique used in his non-directive, Client Centered therapy . According to Rogers, unconditional positive regard involves showing complete support and acceptance of a person no matter what that person says or does.**
- **Rogers believed that it was essential for therapists to show unconditional positive regard to their clients. He also suggested that individuals who don't have this type of acceptance from people in their life can eventually come to hold negative beliefs about themselves.**

-Carl Rogers Simply Psychology

Using Positive Regard and Person Centered Approach

- Deep Listening
- All Perspectives Are Valid
- A Curious Approach
- Putting Aside Physical Barriers (when possible)
- Consider Formats and Methods





Other Methods of Assessment AKA More Than Words

Body language

What am I able to learn from the environment?

Hearing what is not being said

Examining personal relationships to gain information

Pictures to understand choice

Actions in response to previously tried supports

Family or other support provider observations

Clear descriptions of what is occurring

That All Sounds Great...

BUT

What About The Forms?!?!

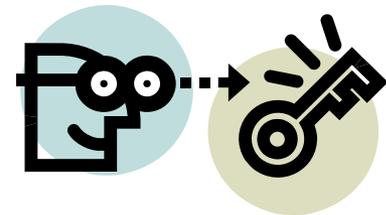


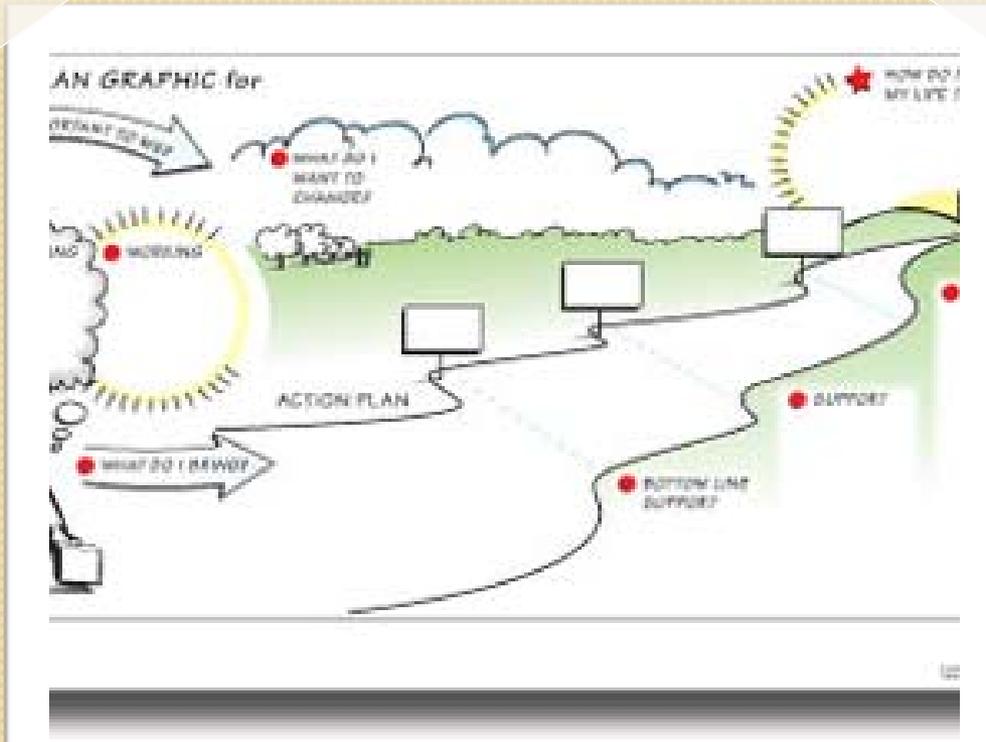
Form Timelines

- CAN or ANA within 30 days of entering services, or within 60 days of ISP renewal for existing clients.
- ISP within 60 days of CAN/ANA existing and new clients
- Career Development Plan, My Declaration, My Decision Not To Pursue Employment with ISP (Over 18 only)
- That's a lot of Forms in a Short Amount Of Time HOW DO WE DEVELOP RELATIONSHIP AND HAVE MEANINGFUL CONVERSATION?

How to use forms more effectively

- What Is The Purpose of This Form?
- Do I Understand It?
- Can I put It Into Simple Language?
- Who Is It For?
- How Will It Help Me Know the Person?
- What Does It Mean To Individual?





Tools, Cheat Sheets, and Strategy

What Tools Do We Already Have That We Can Use In New Ways?

USING WHAT IS ALREADY IN THE TOOL BOX



- *4 plus 1 for Employment Path
(Career Development Plan)
- *MAP and PATH for Employment
(Career Development Plan)
- *Day In The Life for ANA/CNA
Customer Survey to inform ANA
- *Essential Lifestyles Planning to
Inform the ISP

TAKE HOME MESSAGE:

Filling Out A Form Is Not A Person
Centered Process

- Creative Methods to Gather Information
- Interviewing is Not the Only Way to Learn
- Individual Situations Guide the Process
- Who Is at the Table



Using Positivity In Assessment

“Keep your thoughts positive because your thoughts become your words. Keep your words positive because your words become your behavior. Keep your behavior positive because your behavior becomes your habits. Keep your habits positive because your habits become your values. Keep your values positive because your values become your destiny.”

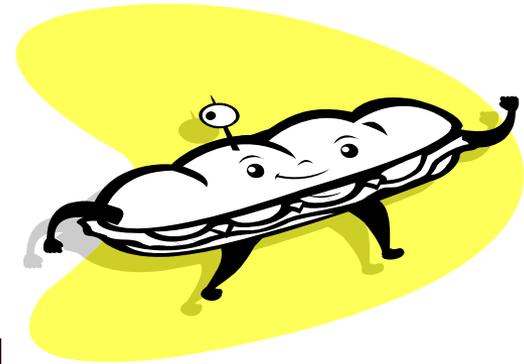
— Mahatma Gandhi



Focusing on strengths while assessing needs

- Describing The Activity—What Does It Look Like When?
- Identifying People Involved When A Task Happens –Who Supports?
- What Is The Goal And What Will It Take To Get There?

STRENGTH BASED SANDWICH



Positive –What is working well

Support Need –Where support is needed

Reframe Positive –Places of mastery

*Remember the goal of effective supports is to address the unmet needs



Activity:

Assessing Ability to Make Macaroni

You Will Conduct A Strengths Based Assessment in Groups

One person will be the Assessor

One Person will be the individual

One Person will act in the role of “advocate”

One Person will be an observer and record the interaction

Rules: The Assessor can ask any questions to determine the individual’s ability to do the task but may **Not** use the words: Support, help, problem, or need. The assessor should get the person’s perspective as much as possible. The Individual can only answer using “Yes and No and gestures”

You have 10 minutes

Ideas To Start Difficult Conversations

Talking about Behavior

- What is something that makes you angry/upset?
- Do friends/family do anything that really bothers you?
- How would I know you were upset?
- Do you have any rules I need to know about?
- Is there anything you are concerned about?
- How does your child demonstrate he/she is upset
- Are there things your child does that concerns you?

Talking about Hygiene

- Tell me what you do to get ready for work/school?
- What does your morning look like?
- Is there a hygiene task you hate doing ?

Talking about Safety

- Scenarios what would you do if?
- Who are the people you trust, how do you know who can be trusted?
- Describe your biggest safety concerns for your child.

Approaching Topics with RESPECT

- Assessing Need to Know
- Getting Permission
- Normalizing
- I to I versus team meeting
- Checking In



Moving Forward In The New World

Questions for discussion:



What forms have the most impact on your work positively or negatively ?

What are questions or topics you struggle with approaching?

Solutions you have found to share?

Other questions-ideas?