Person centered work:
Values and values-based practices

Foundations

Person centered planning is a way of thinking and interacting with people

- Process of social change, not about "fixing people"
- Grassroots, interactive planning process
- Founded on principles of social role valorization
- Values and relies upon roles and relationships
- Outcome oriented-outcomes as defined by the focus person
- A non-linear process
    - Listen, learn, reflect, take action (a cycle)
    - A journey of ongoing discovery; making the map, not using a map
- Is all about change; change at multiple levels
    - Change for the individual
    - Change in planners' perceptions of themselves and perceptions of the person
    - Change in community
    - Change in formal support systems and how they support and assist people

Values and assumptions:

People

- Look at the whole person
    - People are more than their label; disability is not life-defining
    - Focus person defines and clarifies their lifestyle choices and preferences over time with support from allies
    - People's choices are respected and honored (even when supporters disagree)
    - Part of the work of the person's allies is to come to a clearer understanding and appreciation of the focus person's perspectives
- Focus on capacities (not deficiencies)
- Explore and learn about person's interests gifts and talents
- What are ways the person can contribute to their community; design positive social roles to counter negative images and perceptions
- Part of the work is learning together and developing a deeper appreciation of the person over time through stories, interaction and shared experience
- Language reflects our value of people

Planning

- Planning occurs with the person; it is not for the person
- People can have and deserve a real life now; do not need to "meet a program criterion"
- Person identifies and invites his/her allies
- The plan is based on the person's agenda
- The purpose of planning is to learn about the focus person, not to assess them
- The person owns and drives the overall plan
- Planning is ongoing (community development for one person)
- The planners are the doers

Power

- A true collaborative relationship; a team with a shared focus
- Belief in true self-determination and self-efficacy
- The group shares responsibility for the work and the outcomes of the work
- The group takes the lead from the focus person
- The experts are the person and those who know them and have a commitment to them

Partnerships

- All have equal footing and a voice
- People work together
- Bigger than formal paid support systems
- A community initiative with community partners
- Community members are at the table
- Identify a wide range of supports and assistance
    - Natural supports
    - Technology
    - Generic resources
    - Generic community services

Policy

- Recognition that current policies and practices can be barriers to a life that makes sense
- Identify in the planning process systemic barriers
- Simultaneous "experiments in innovation"
- Development of listening bodies of policy makers and those interested in systemic change
- Identify community barriers
- Identify community leader to champion change

The Process

A successful planning process is individualized, focuses on relationships, identifies a desirable future, results in action & achieves outcomes, is focused on discovering solutions to problems.

If the planners…
- focus on each person's interests, gifts and talents
- seek to gain a shared appreciation of the person over time
- design a planning process that works for each person
- work with each person on their agenda

…then planning is individualized.

If the planners…
- look for local community opportunities
- attend to naturally occurring resources
- employ partnerships, collaboration and shared responsibility
- engage in an ongoing dialogue of thinking, planning and doing with each person

…then planning will build relationships.

If the planners…
- invest time in seeking to discover each person's hopes and dreams
- develop goals and directions which are grounded in each person's hopes, dreams, choices and preferences
- spend time with each person learning to translate goals and ideas into reality
- continue always to seek the ideal

…then planning will lead to a desirable future.

If the planners…
- are doers
- have concrete goals and steps
- are building community capacity
- are working on needed changes within organizations and systems
- celebrate accomplishments together
- gather together to learn with others who are seeking change

…then planning results in action and achieves outcomes.

If the planners…
- value support and foster creativity
- are willing to confront difficult and challenging realities
- are working to figure out what lifestyle makes sense for each person
- are exploring what supports and assistance are needed and make sense

- are committed to <u>an ongoing process</u> of listening, learning, reflecting and taking action together

  …then planning is about problem solving.

Questions for the focus person to ask about planning

Questions to ask about individualizing

- Are we talking about what's wrong with me or "the real me"?
- Are we sitting at a conference table or spending time together?
- Are we gathering and discussing progress in a way that works for me?
- Are we working on the changes that I want?

Questions to ask about building and sustaining relationships

- Are the planners committed to making the changes I want happen?
- Are we adding people who can assist with changes?
- Are we looking at a broad range of community resources?
- Are we using our own connections?
- Are people doing what they say they will do?

Questions to ask about moving toward a desirable future

- Do the dreams and goals we are working toward come from things about me, not just available services?
- Are my supporters helping me understand my options?
- Are my supporters taking time to help me explore a life that makes sense?
- How can I express my vision of the future?
- A vision of my future
  - is personal to me
  - is the heart of my plan
  - can be expressed in many forms
  - art, music, pictures
  - does not have to be in words

Questions to ask about actions and outcomes

- Are my supporters doing their work?
- Are they assisting me in doing my work?
- Do we have a concrete plan of action that is moving me towards a future that makes sense?
- Are things getting done?
- Are these the things I wanted to happen?

Questions to ask about problem solving

- Do we face up to challenges or put off the difficult questions?
- Are we putting together the supports and services that will make my life go better?
- Do we look beyond what we know?

Planning occurs across time and usually involves:

- Preparing to plan
- Learning together about the focus person
- Learning about and clarifying a desirable future
- Identifying and designing supports and assistance
- Moving from a vision to reality

The following are key benchmarks in this process:

- Moving from preparation to the first meeting:
  - is everyone clear about my "agenda"?
  - do I have the "right people" invited?
  - are people prepared to review the changes I am interested in and prepared to get behind my agenda?
- Moving from getting support to what we need to learn about me:
  - are people able to spend time with me
  - are people willing to learn about me and listen
  - have we determined some key questions and activities which will help us learn together?
  - who else could help in the learning?
- Moving from knowing me to generating ideas about a desirable future:
  - do people appreciate my preferences, interests, talents and contributions
  - are people focused on a life that makes sense, not just service options
  - are there clear links between who I am and ideas about the future
- Moving from a vision to reality
  - do people share my vision of the future?
  - are we filling in the details in my picture of the future?
  - are we moving ahead in small deliberate increments?
  - do we seek support from needed resource people?
  - do people negotiate without compromise?
- Moving from vision to reality
  - do we think broadly and creatively about support and assistance?
  - do we meet on a regular basis to review progress and determine next steps?
  - do we celebrate accomplishments?
  - can we access people with influence or authority as community or organizational barriers emerge?
  - do people know my life journey is never finished?