



# Person Centered Planning as a Way of Life

Full Life – 2/03/11  
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# What is Person Centered Planning?

- ????????????????



## Experts Say PCP Is:

- A “best practice” in assessment and planning for people with disabilities
  - 1980’s, emerged amidst efforts to move people from restrictive institutional settings into community based settings
  - Evolved from a response to deinstitutionalization into a process designed to foster successful community membership
  - The primary purpose is to involve the individual and their supporters in a meaningful level of planning for the future
  - And support the team to gradually take greater CONTROL in setting direction for their life and take greater RESPONSIBILITY for their life outcomes



## Experts Say PCP Is:

- **A tool or a technology**
  - A specialized group planning process that is best when lead by trained facilitators
  - Much more than a change of language or terminology
  - Action and results oriented, expected outcome is movement towards dreams and aspirations
  - The plan should remain flexible enough to creatively utilize and adapt to community-based solutions and supports
  - Done properly, the plan specifies exactly what will be done, and by whom, to pursue each goal



## Experts Say PCP Is:

- **A philosophy**
  - A philosophy of inclusion and a desire to move away from a “one-size-fits-all” approach to supports and services
  - A strengths-based, rather than deficit-oriented, approach
  - A radical shift in thought on how to support people with disabilities, from a model where professionals determine what will be best for a person with a disability towards a model where the individual and their supporters must determine what they want and need



## PCP is NOT

- A form or a document ----The plan is not a static document and is not expected to anticipate all future events and circumstances.
- A one-size fits all approach
- A substitute for real results
- Just a new way of talking, i.e. “person first language”
- The exclusive domain of disability experts



## Signs PCP is off track

- Planning falls short if not accompanied by fact-finding, and feedback to inform the next action plan or revisions to current action plans.
- Slow progress
- Little or no change
- A complete disconnect with individual goals
- Increased frustrations (Behaviors)
- Decreased quality of life



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# Circle of Support Roles

- Core to PCP is focusing the people that are around the individual, including friends, family, professionals, and other community members
- The team comes together agreeing to help dream and create a vision to enhance the overall quality of life, and identify barriers to successful community membership
- The circle of support is expected to flex and change as the individual meets new people and as relationships change and grow. New members = new information
- Circle meetings work best when a skilled facilitator to guides the process, keeps the plan focused on the individual, and ensures all team member perspectives are validated
- The PCP facilitator focuses the circle on the question “What is your dream for the individual?” creating an opportunity to develop a shared vision of what an individual really wants and needs, rather than what they think is available – GOALS ARE NOT DRIVEN BY SERVICES, RATHER SERVICES FACILITATE THE GOALS

A stylized green tree with a circular canopy and a vertical trunk. The canopy is composed of several concentric circles in shades of green, with the innermost circle being the darkest and the outermost being the lightest. The trunk is a solid vertical green bar. The text "Ready to Start Planning?" is centered within the canopy area.

Ready to Start Planning?



# Ready to Start Planning?

- Support Professional, Support Thyself
- Identify a Dream (Something you are willing to share with the group)
  - Don't have to have all the details, it does not have to be “realistic” it just has to be important to you
  - It is usually hard to figure out how you will make your dream come true, you may not even know where to start. However, dreams are so important to you that you want to try.
  - Connect with who you are and your purpose in life



# Ground Rules

- Respect
- We are here to learn
- It is a privilege to be invited in to someone's world and share
- Treat others as THEY would like to be treated



# PCP Skill: Help Others To Dream

- Take ## minutes to listen to someone else's dream
  - “Tell me about your dream.”
  - Listen. Listen. Listen.
  - Repeat it back. “Did I hear you correctly?”
  - Avoid “Why” questions.



# On the Job: Get at the Dream

- This is Sacred Territory
- Even if it is only the dream of the moment, it is the right place to start, and can only lead to great life experiences
- Use the dream as a starting point, not the service or the skill deficit – weave the dream pursuit into your daily activities, this gives hope and is a motivator.
- If their dream is lacking or non-existent, focus on creating a variety of life experiences to enhance their ability to dream
- Spend time to debrief after each activity, has the dream changed, gotten clearer or stronger
- If you don't know how to get started, ask them if they do
- Dream pursuit creates a context to work on other goals like socialization, motor skills, independence skills



# Get Serious!

- Identify Your Goal – Action Planning
  - Where do you want to be with this in 5 years, 1 year, 1 month
  - Now focus on the next few weeks
  - Take the first step
  - Be SMART
  - You may not be quite sure of all the steps to get there, but you can take the next step

# PCP Skill: Help Others Action Plan

- Take ## minutes to discuss someone else's goals and help them develop their next steps
- Help them identify 1-3 next steps
  - What do you need to do first?
  - When will you start/ finish?
  - Who will help you?
  - How will you know you have accomplished your step?
  - Don't ask yes or no questions.
  - Don't give advice.



# On the Job: Action is the Default

- Follow through on your end
- An ounce of action is better than a pound of planning
- Be SMART
- Include them in the process, this will often take longer but create greater understanding
- You are not the expert on all of life – get help outside the disability community



# Video Stories

- Randy – Listening and learning from your mistakes
- George – Fostering relationships, reaching outside the disability bubble
- Sumiko – empowering family and friends
- Charles – promoting independence



# Applying this to your work

- Listen - careful and active listening; clarifying what an individual says and does not say
  - Bring an individual's core values to the surface, identifying what is important to a person, and help them create a vision for a desired future
- Build a trusting Relationship
- Empowerment
  - Involve them in the process
  - “nothing about us without us”
  - Make sure Control is equal to Responsibility



# Applying this to your work

- Network
  - Who will help – you're the disability expert, find goal specific experts
  - Be a facilitator of relationships – not a barrier
  - Facilitate Safe, Positive encounters - Debrief
- Emphasize individual strengths and preferences
  - Work around what they do not like to do, and building skills where they want to improve.
- Take Action
  - default towards SMART activities emphasizing step-by-step progress



# Applying this to your work

- Be part of the team
  - Value and respect your role equally to other team members
  - Communicate- Share your perspective
  - Provide Feedback to the team
- Apply this process in your own life – if you are not working towards your own dreams and goals you are not very qualified to help others



# Know your role

- Do your job
  - Your agency needs you to focus on the tasks that they can bill for
  - Need creativity to weave dream pursuit into their daily services
  - Work within your parameters
- Are you a Paid Supporter
  - Will you cross this line? For who's benefit?
- Acknowledge and value your own role as well as the role of others on the support team.
- Step up! Reach out! But overstep your bounds at your own risk and the risk of the individuals you support.

# Get ready, and Take Action!

Share 1 thing you will do differently next time you meet with a person you support.



# MAHALO!



## DAO Life Coaching

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