

**DISCOVERY:
AN ASSESSMENT
PROCESS THAT LEADS
TO EMPLOYMENT**

*Creating Positive Personal
Profiles to make students
MARKETABLE*

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THE BIG PICTURE

Transition to what?

- ◎ Learning
- ◎ Independent living
- ◎ Fun
- ◎ Employment



PERSON-CENTERED APPROACH PRINCIPLES

- ◉ All people have unique talents and gifts
- ◉ Person-centered plans focus on the individual
- ◉ All people should live and work in their communities
- ◉ Individuals can obtain what they need through informal supports and customized services
- ◉ The customer defines the service along with those who know him or best
- ◉ The process is ongoing and promotes new learning and understanding

Source: Butterworth et al. (1993); Mount (1991); O'Brien (1987)

EDUCATION IS PART OF CAREER DEVELOPMENT

1. Know yourself
2. Explore
3. Prepare
4. Dive in

SECRET TO SUCCESS:

Three Key
Components

Talent

Opportunity

Support

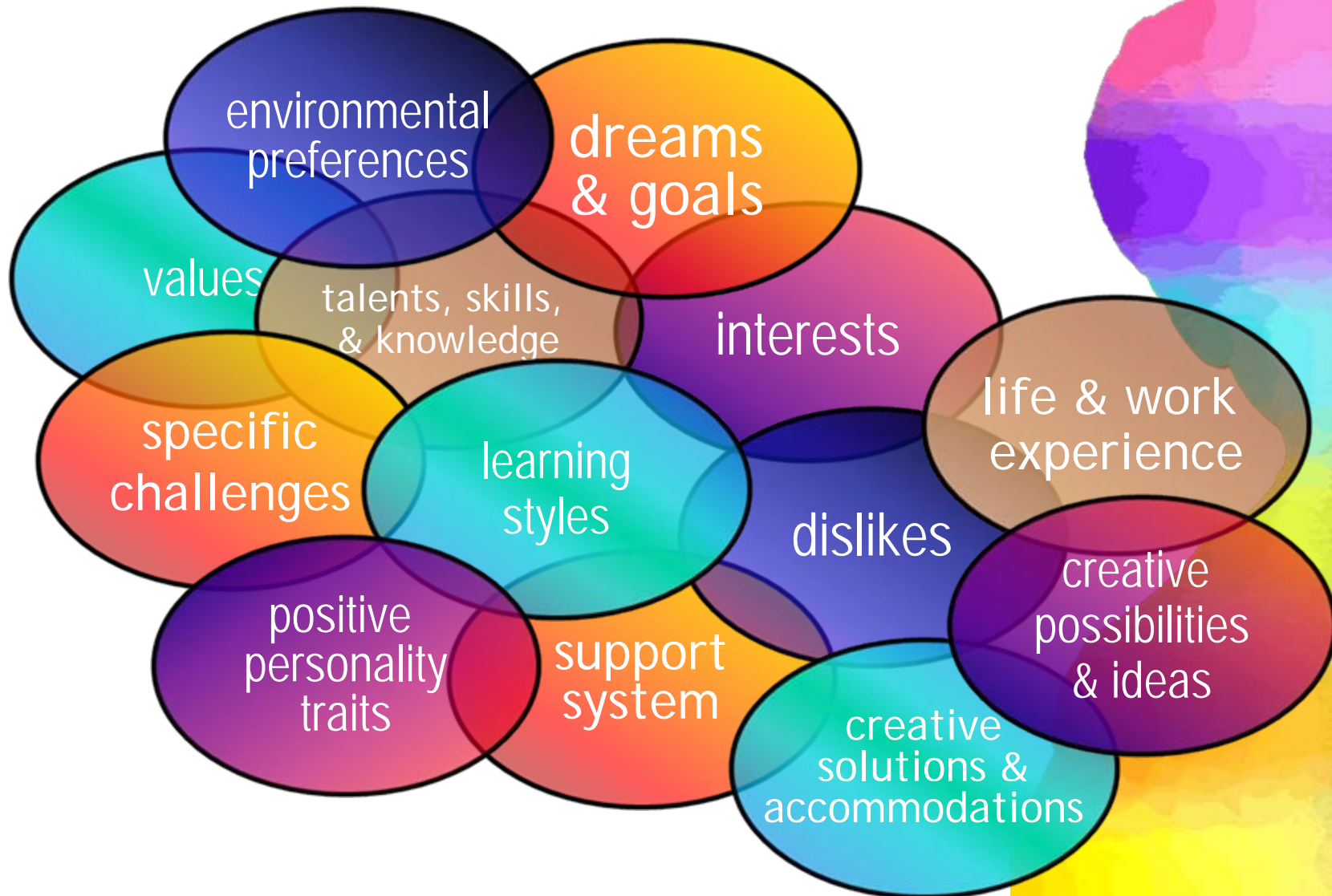
TALENT

What does a person have to offer the world?

How do we find out what a person wants to do, can do, or has the potential to do?

POSITIVE
PERSONAL
PROFILE

COMPONENTS OF THE PPP



DREAMS AND GOALS

- ◉ Inspire us
- ◉ Are never carved in stone
- ◉ Take us to new places
- ◉ Expressed, coaxed,
inferred

TALENTS

- ⦿ Natural to us as kids
- ⦿ Emerge with exposure and experience
- ⦿ Not always obvious to us as “talent”

SKILLS AND KNOWLEDGE

Categories:

- Academic
- Manual/Physical
- Artistic
- Technical
- Logical
- Mechanical
- People

SKILLS AND KNOWLEDGE

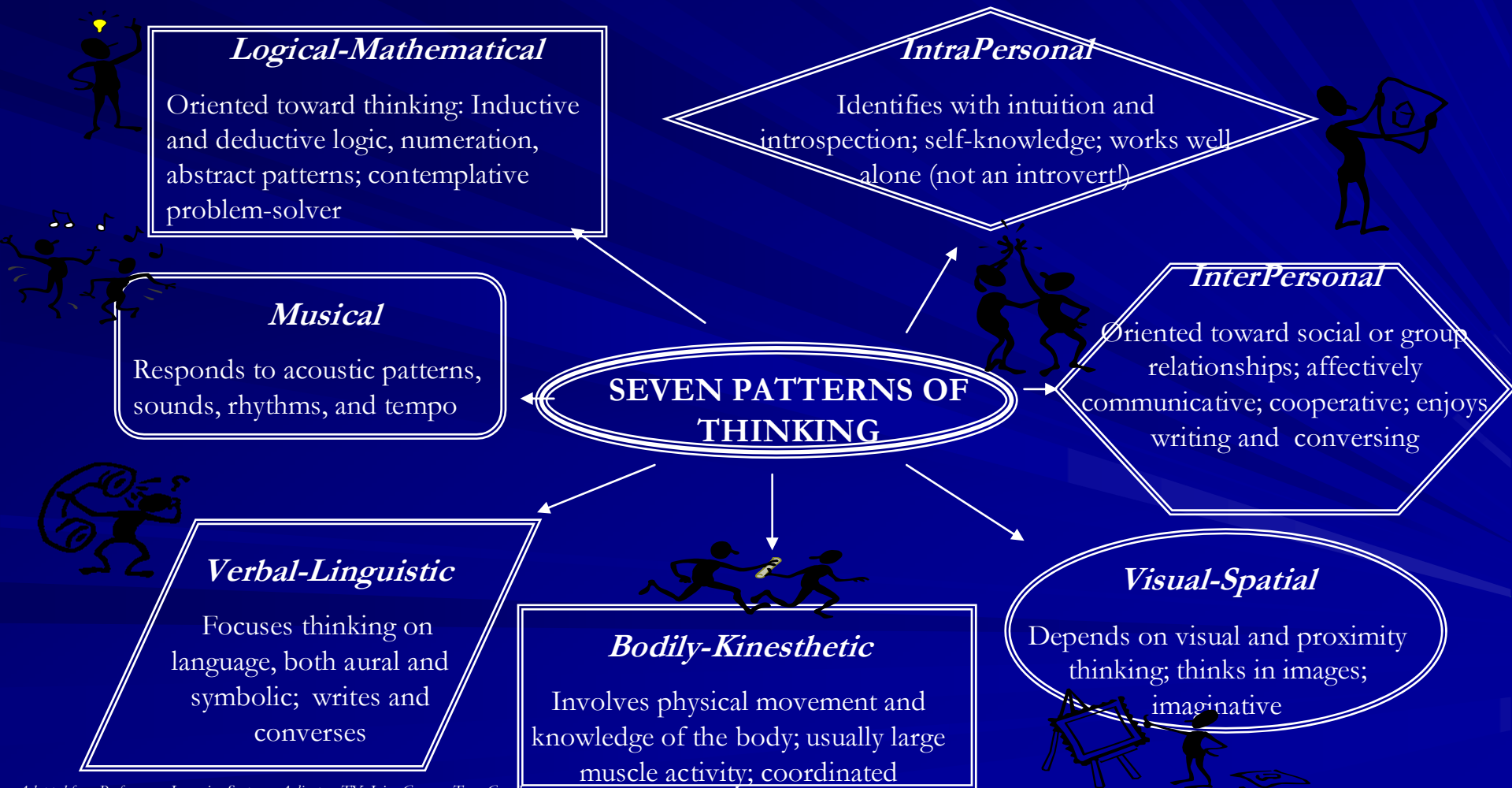
How do we acquire them?

- ◉ School/classroom
- ◉ Observing others
- ◉ Hands-on experiences/application
- ◉ Living!

LEARNING STYLES

All of us are wired differently to learn and perform. We are smart in many different ways.

Learning Styles through Multiple Intelligences



INTERESTS

Those activities that --

- ◉ capture our attention
- ◉ drive and energize us
- ◉ motivate us
- ◉ show us at our best
- ◉ demonstrate or give clues as to our abilities

DISLIKES

- People, places, things, activities, and situations we like to avoid whenever possible.
- Expressed verbally or through behavior.
- Very important to know and acknowledge!



POSITIVE PERSONALITY TRAITS

**What do others really like or
admire about us?**

Deficits v. Assets



DEFICITS

- Short attention span
- Irresponsible
- Distractible
- Hyperactive
- Explosive
- Lazy
- Spacey
- Obsessive
- ✓ Many interests
- ✓ Carefree
- ✓ Perceptive
- ✓ Energetic
- ✓ Dramatic
- ✓ Laid-back
- ✓ Imaginative
- ✓ Focused

WHAT ANDREW'S "FILE" SAID:



- Autism & Significant verbal processing delay
- 22 just completed h.s.
- Work experiences: stocking and cleaning
- 6th gr. reading & 8th grade math skills
- Impulsive & inflexible
- Inappropriate behaviors (aggressive)

WHAT WE SAID:

- ◉ Passion is Music - knows every kind
- ◉ Plays the saxophone
- ◉ Good clerical and computer skills
- ◉ Loves gardening & lifting weights
- ◉ Needs verbal information presented slowly
- ◉ Likes clean, organized environments- hates noisy, chaotic places
- ◉ Likes structured, consistent tasks
- ◉ Hates to be interrupted



TEMPERAMENT/PREFERRED SETTINGS

How do we respond to different environments, people, activities and stimuli?

All humans perform best when they feel secure.

SUPPORT SYSTEM

- Strong
- Fairly strong
- Existent but struggling
- Minimal to non-existent -
or detrimental



SPECIFIC CHALLENGES

- ◉ Directly related to disability
- ◉ Life circumstances
- ◉ Related to environment
- ◉ Lack of opportunity
- ◉ Limited support
- ◉ Other



ACCOMMODATIONS/SUPPORTS

Any strategy that:

- eliminates a specific barrier – or
- lessens the impact of that barrier.

- helps a person feel competent, confident, and comfortable.

- highlights a person's strengths.

THE POSITIVE PERSONAL PROFILE

Summarizes our

TALENT -

What we have to offer the
world.

HOW CAN YOU FIND ALL THIS INFORMATION?

- ◉ Interviews: Person, family, friends, stakeholders
- ◉ Observations: School, agency, home, community, worksite
- ◉ File Review
- ◉ Career Assessments
- ◉ Experiences



TYPES OF ASSESSMENTS

1. Self-directed
2. Professionally administered/Standardized
3. Ecological or Functional



COMMUNITY-BASED, FUNCTIONAL OR SITUATIONAL ASSESSMENTS

- ◉ Actual performance in inclusive work environments
- ◉ Documents support needs without judgment
- ◉ Determines the job seeker's skills, characteristics

So that a job seeker may identify a career of choice

Case Study

STACY

HOW WOULD YOU GET MORE INFORMATION ABOUT STACY?

Stacy is 18 years old and has an intellectual disability. According to her teachers and principal, she is not a candidate for work because she is lazy, nonverbal, disrespectful, can't focus on tasks, is consistently late to school and misses a lot of full days. When you go to the school to interview and observe her, she never makes eye contact with you, does not answer any questions, and actually falls asleep during her class. The teachers say she has never completed a career assessment and her homework is sporadic at best. The mom rarely shows up to meetings.

FEATURES of STACY	BENEFITS to the MANAGER of a CHILDREN'S RETAIL STORE
Hardworking	Will always do what she is asked to do; she won't leave until her job is done
Neat and organized	Will keep the shelves and racks in order; will straighten up the store
Attention to appearance	Will add extra detail to displays; can assist customers in picking out outfits
Good with children	Will work well with families; can keep kids entertained to make it easier for parents to shop
Sociable	Will work well with adult customers; will be a team player with co-workers
Responsible	Will come in on time; will do what is asked; will not steal or cut corners
Has leadership qualities	Will take control of situations; will help co-workers

THE POSITIVE PERSONAL PROFILE

**Can you think of
different
ways to use the PPP?**



HOW CAN A PPP BE USED?

- ◉ Developing resumes
- ◉ Preparing for interviews
- ◉ Developing goals for an individualized plan
- ◉ Determining further assessments or work experiences
- ◉ ***Developing a MARKETING SCRIPT...Features to Benefits***



KEEP IN MIND...

- ◉ Active participation of the job seeker
- ◉ Involvement of family and others
- ◉ Cultural, social, and social-economic background
- ◉ Job seeker performance in current daily routines
- ◉ Related work needs
- ◉ Preferred mode of communication



BRING IT ALL TOGETHER: JOB DEVELOPMENT PLAN

- ◉ Summary of Positive Personal Profile Information & Functional Assessments
- ◉ Position(s) or Job Tasks Desired
- ◉ Geographical Location and Schedule Preferred
- ◉ Potential Accommodations, Supports, Resources, Training, Assessment Needed
- ◉ Employers to be Contacted

NOW YOU ARE READY TO SELL!!



SUMMARY

- ◉ Always think person-centered!
- ◉ It is about their awareness of self & world, exploration, preparation, and employment.
- ◉ Positive Personal Profile: Get the right information and make job seekers *MARKETABLE*
- ◉ Job development plan and a good functional résumé is a must!