Module 4: Key elements of person centered philosophy
(Note: This is a slide that has a zoom in and out feature for each of the key elements):

- Empowerment
- Self-Determination
- Meaningful Lives
- Inclusion
- Quality of Life
- Dignity of Risk
- Autonomy
- Social Roles
The process of becoming stronger and more confident, especially in controlling one’s life and claiming one’s rights.

This is at the top of the list, because without nothing can be accomplished. This is when power is given to someone to do something.

Let’s look at a few aspects to making empowerment possible…
When you’re considering how to understand the people’s needs and interests, it’s important that you reflect on what you would want in your life. Think about your family and friends, co-workers. Although everyone’s life and values look different, we all typically have similar goals and desires.

Seek to UNDERSTAND the needs and interest of families and self-advocates:

- **ASK** rather than assume you know. People/families are unique
- **USE** cultural awareness as a reference to asking appropriate questions rather than assume you know
- **LISTEN** to personal stories, they contain important information
- **OFFER** options that are attractive and meaningful to the individual and their families.
Here are some more tips from advocates and families:

• Talk to me

• Get to know me, and build a trusting relationship

• Check in with me and ask me questions

• Understand that things change – a lot

• How can I tell you if something is not working?

• When is a good time and place, and who should be in the conversation?
working?

• When is a good time and place, and who should be in the conversation?
TIPS FROM ADVOCATES AND FAMILIES

• Don’t speak for me or about me
• Don’t assume anything
• Don’t talk to my staff instead of me
• Don’t see my disability first
• Don’t do it for me, just assist me
• Don’t touch me or my belongings without asking me first
• Don’t place your own values and beliefs on me

“Nothing about me without me!”

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INFORMED CHOICES

Informed choice occurs when a person considers options, consequences, the balance of rights of self and others, and the responsibilities in making a decision.

Informed choice is when a person makes a decision based on a solid understanding of all available options and consequences of how that choice will impact his/her life.

Options to find the balance between important for and important to are developed through a partnership with the person and knowledgeable supports.

Having heard the advice from advocates and families on how we support empowering people, the last primary component of empowerment is helping people to make informed choices.

Informed choice occurs when a person considers options, consequences, the balance of rights of self and others and the responsibilities in making a decision. Informed choice cannot exist if the person is being coerced or threatened into making a decision.

Do you remember when we discussed the necessity of balancing the important to and important for?

Person centered practices must include informed choice that balances the two. Informed choice is when a person makes a decision based on a solid understanding of all available options and consequences of how that choice will impact his/her life. If you focus too much on what’s important for (such as health and safety), other quickly dictate the life instead of the person. Conversely, if you focus too much on important to (which is all choice with no responsibility) that’s not reality. Options to find the balance between important for and important to are developed through a partnership with the person and knowledgeable supports, including non-paid and paid supports who empower the person to make informed choices.
Let’s listen to some interviews that show the importance of empowerment... these advocates share with us what is important in their lives, along with some tips on how you can help empower others.
Because your unique perspective so important, think about the following questions and statements as you value them in your own life, to help prepare you to be involved in person centered practice...

- What do I need help with?
- What are my strengths?
- How do I want people to treat me and talk to me?
- How do I tell people how I want to live?
• Do I want to work?
• What does being a part of my community mean to me?
• Why is it important that I get to make my own decisions?
• What do I need to achieve my goals?
• What technology is important for me to use?
• Do I learn from making mistakes?

CMS Final Rule requirements state that person centered practice should include individually identified goals and preferences; and should include risk factors with a plan to minimize risk (while still being able to take a risk).
SELF-DETERMINATION

- Make choices and decisions based on preferences and interests
- Monitor and regulate own actions
- Self-direction
- Opportunity to exercise control over services and supports
- Control resources
- Opportunity to participate and contribute to community
- Responsibility
- Advocacy

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A meaningful life is a construct having to do with the purpose, significance, fulfillment, and satisfaction of life. While specific theories vary, there are two common aspects: a global schema to understand one's life and the belief that life itself is meaningful.
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- All people should take action to free accommodate people with a physical, mental, cognitive, and/or developmental disability
- All people with I/DD benefit when fully
included in the community life - AAIDD
Quality of life is a subjective concept that reflects an individual’s overall perception of and satisfaction with how things are in their life in many areas, including work, social activities, and relationships, being able to do things that are important to them and feeling safe.
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If there are liability issues or consensus problems, or if someone wants to make a choice that is illegal, violates the rights of others, or would result in harm to themselves or others, you may need ask for outside assistance to help someone find alternate ways to get their needs met.

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Everyone learns and grows by taking chances in life. It is not our job to protect people from life, it is our job to help people LIVE it. This may include safety nets. What this does not include is teaching compliance - teaching compliance can actually put people at higher risk for ANE.
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SOCIAL ROLES

“Can be defined as a position we take within a variety of contexts that has a socially expected pattern of behaviors, responsibilities, expectations, and privileges affiliated with it.” Talcott Parsons

VIDEO “How do you see me?”
SOCIAL ROLE vs SOCIALLY VALUED ROLE

- Social roles include both positive and negative types of roles.
- Family members, teachers, and doctors are examples of roles generally considered positive.
- Often times roles which may be viewed negatively include the poor, the sick, and those with disabilities.

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Mothers and doctors are examples of roles generally considered positive
Often times roles which may be viewed negatively include the poor, the sick, and those with disabilities

This is why it is really important for you to assist individuals with intellectual and developmental disabilities to develop and expand on their socially valued roles within the community.
Positive roles are created by society perceiving successful images of a person. We can promote this by assisting people with disabilities to be good neighbors, employees, friends, family members, and citizens.

If people are viewed as contributing and interdependent members of society, their perceived status will be elevated. Our gifts and contributions will be noticed and appreciated if we are perceived positively.
Language and terminology is going to look different for different waivers. Some waivers don’t have formal team members, while other waivers have many team members. The point is that every waiver has opportunities for everyone to come together to provide support. Adding your piece to the puzzle requires combined teamwork.

Remember:

The individual you’re supporting is the most important member of any team. While it may look different for different people, the person receiving services should be facilitating their own life planning. Paid, community, and natural supports who know the individual well, provide valuable insight. Meetings should be scheduled when it is convenient for the person receiving services.
The goal of the team is to work together to support the individual to achieve their personal life dreams. With that in mind, let’s review some principles of teamwork.