



tilson  
& díaz  
SOLUTIONS

career and workforce development redefined

# **WELCOME!**

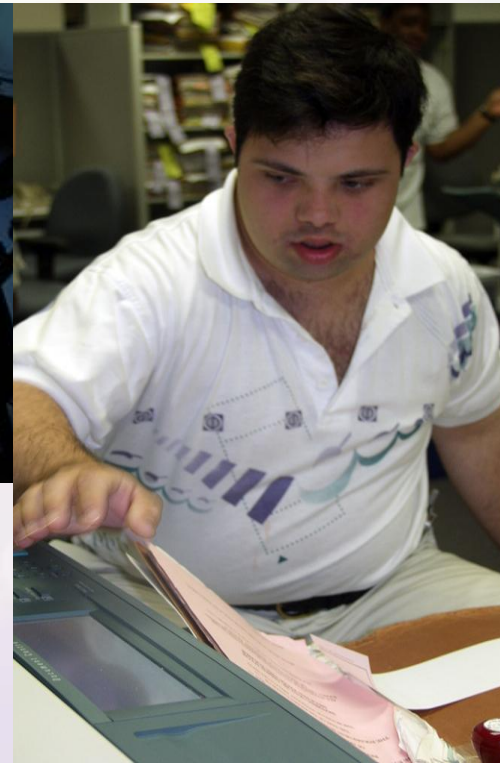
**Leadership Training on  
The Positive Personal Profile  
And  
The Individualized Job Search and  
Community Participation Plan**

Presented by  
Dr. George Tilson  
Aka George

- at DC DDS,
- we believe
- People with Disabilities...



# Want to be part of the action!



**And it's our job**

**to**

**make this**

**HAPPEN!**







# Listen up!

**Positive Personal Profile**

**Individualized Job Search and  
Community Participation Plan**



# Activity

Something People May not Know About You

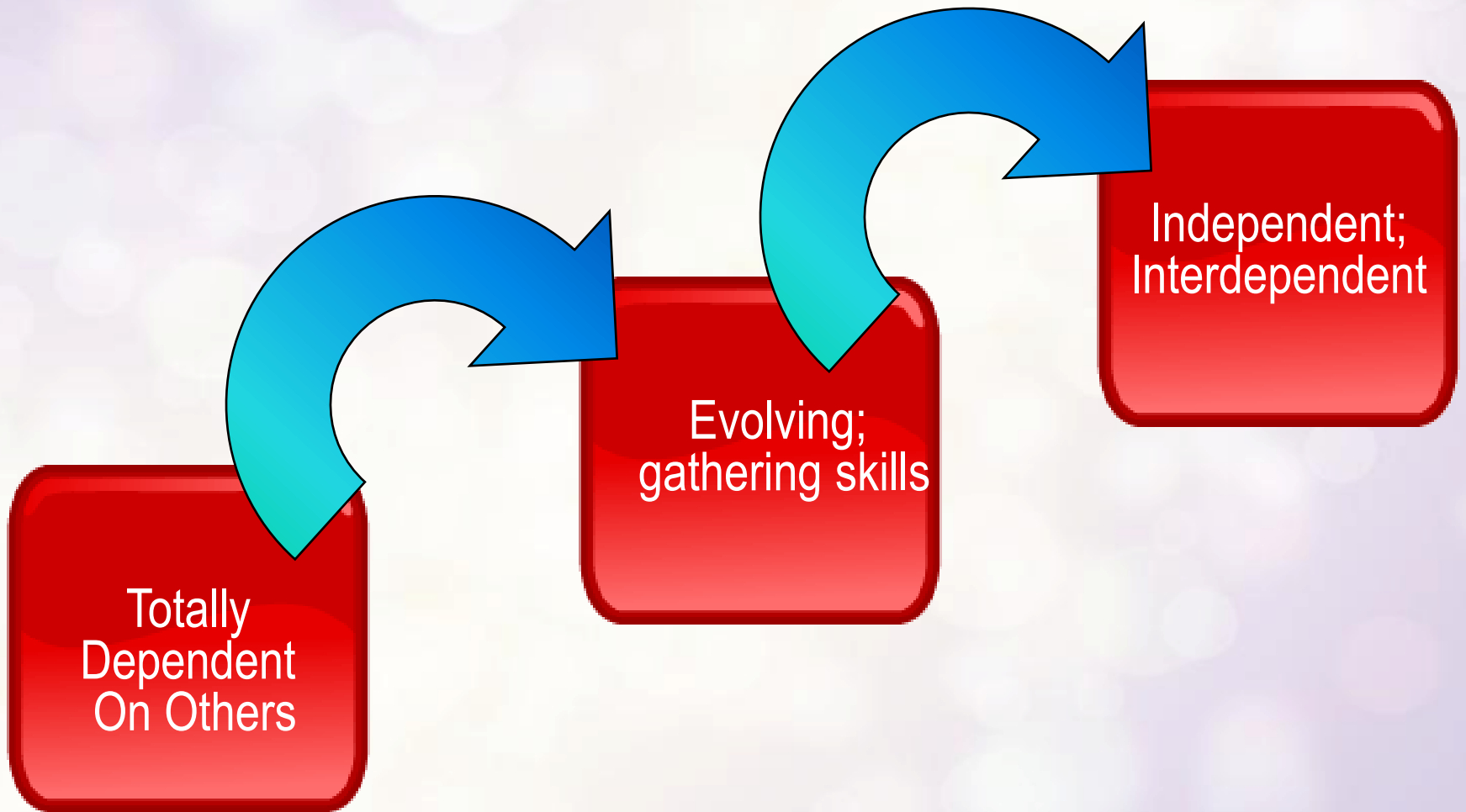


# Quiz (True or False)

Our job is to help people move towards independence, one step at a time.

**T** F







Hmmmm. What am I learning about this focus person? What is important to them? What help do they need? What about choices?



# Activity

Share Profiles/Group Ideas  
for Next Steps



# The Plan: Writing SMARTER Goals

# Sample Goal

*“Someday I will retire and live comfortably.”*

**What do you think of this goal?**

**This is a great mission or vision statement.**

But it is not a solid goal.

Why not?

What would make it more solid?



# How about this?

*“In the beginning of the new year I will invest \$600 per month in my retirement account so that I can save enough money to retire at age 68.”*

# This is a SMARTER Goal! Why?

It is	<b><i>Specific</i></b>
It is	<b><i>Measurable</i></b>
It is	<b><i>Action-Oriented</i></b>
It is	<b><i>Reasonable (or Reachable)</i></b>
It is	<b><i>Time-Bound</i></b>
It can be	<b><i>Evaluated</i></b>
It can be	<b><i>Revised</i></b>

# Let's Test It.

*“In the beginning of the new year I will invest \$600 per month in my retirement account so that I can save enough money to retire at age 68.”*

# Is it Specific?

It's about saving money for retirement.

# Is it Measurable?

\$600 every month



# Is it Action-Oriented?

I have to open an account and deposit the money.

# Is it Reasonable/Reachable?

At this time I can afford to budget \$600 out of my paycheck each month.

# Is it Time-Bound?

\$600 every month from now until I turn 68.

# Can it be Evaluated?

Yikes! I'm stretched a little thin financially. It's hard to pay all my bills and save \$600 a month.

# Can it be Revised?

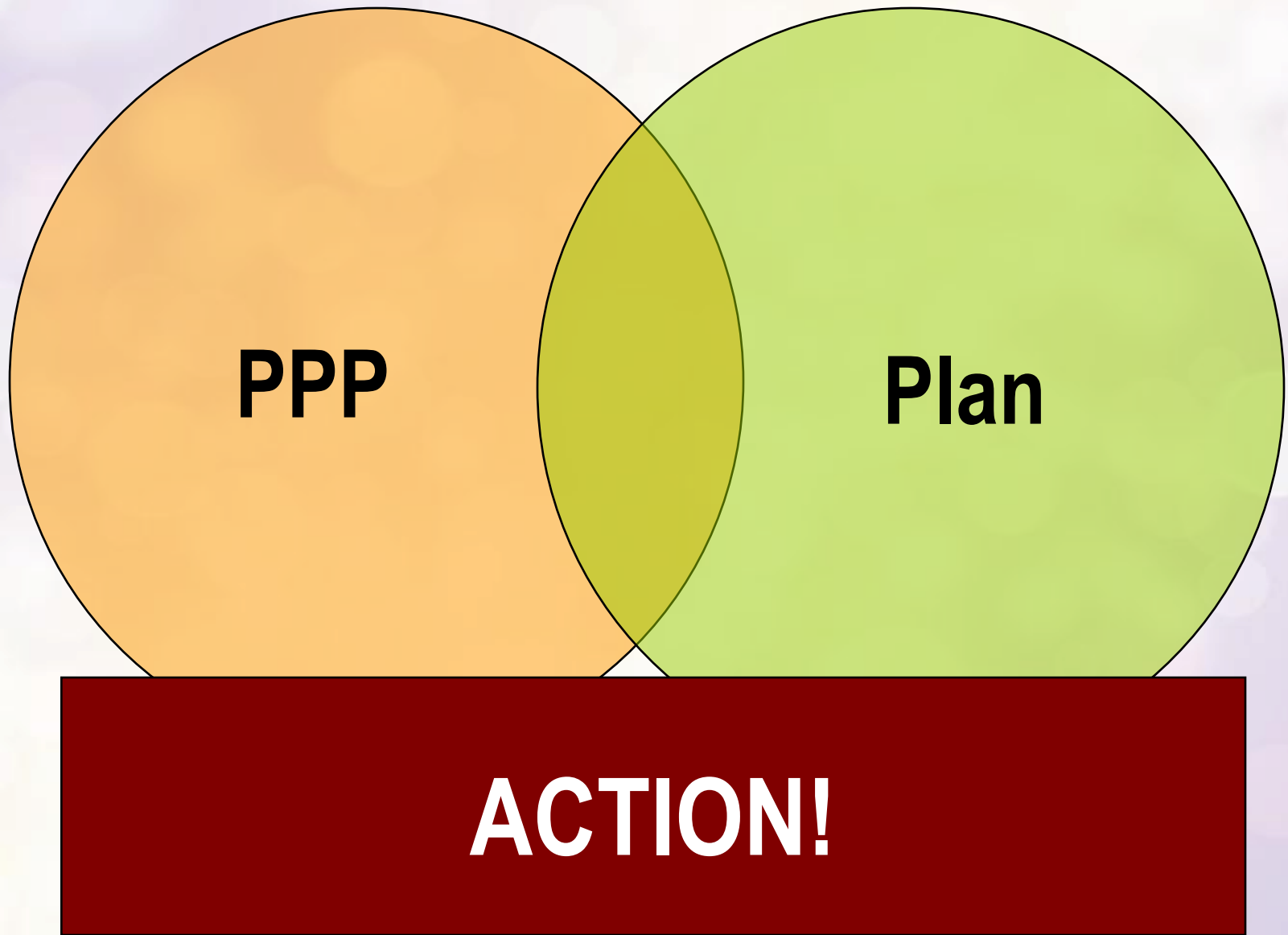
I will reduce my monthly deposit to \$550.





# Activity

**In Pairs: Write Several  
SMARTER Goals in a Focus Person's Plan**





tip

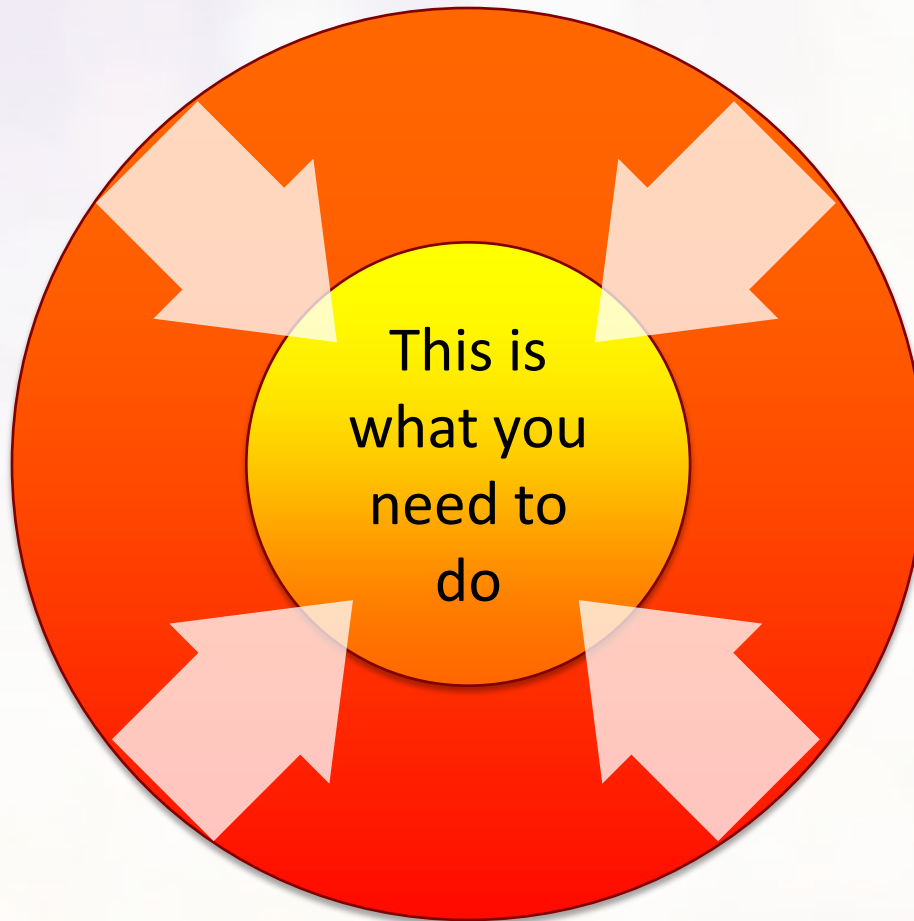
At DC DDS,

We Support the Following Life Areas for Our Service Recipients:

- Residence and Activities of Daily Living
- Career/Employment
- Education/Training
- Health, Well-Being and Personal Care
- Community Participation/Membership/Contribution
- Leisure Pursuits/Avocations/Spirituality
- Relationships/Social Interactions
- Transportation
- Benefits, Financial and Legal Issues
- Physical Safety and Security

All Assessments, the Positive Personal Profile, the Plan (with SMARTER Goals) Fall Under These Areas

## Tell your Focus Person



## Guide your Focus Person





# Quiz (True or False)

Our job is to monitor people.

T

F

Our job is to \_\_\_\_\_ people.

Inspire

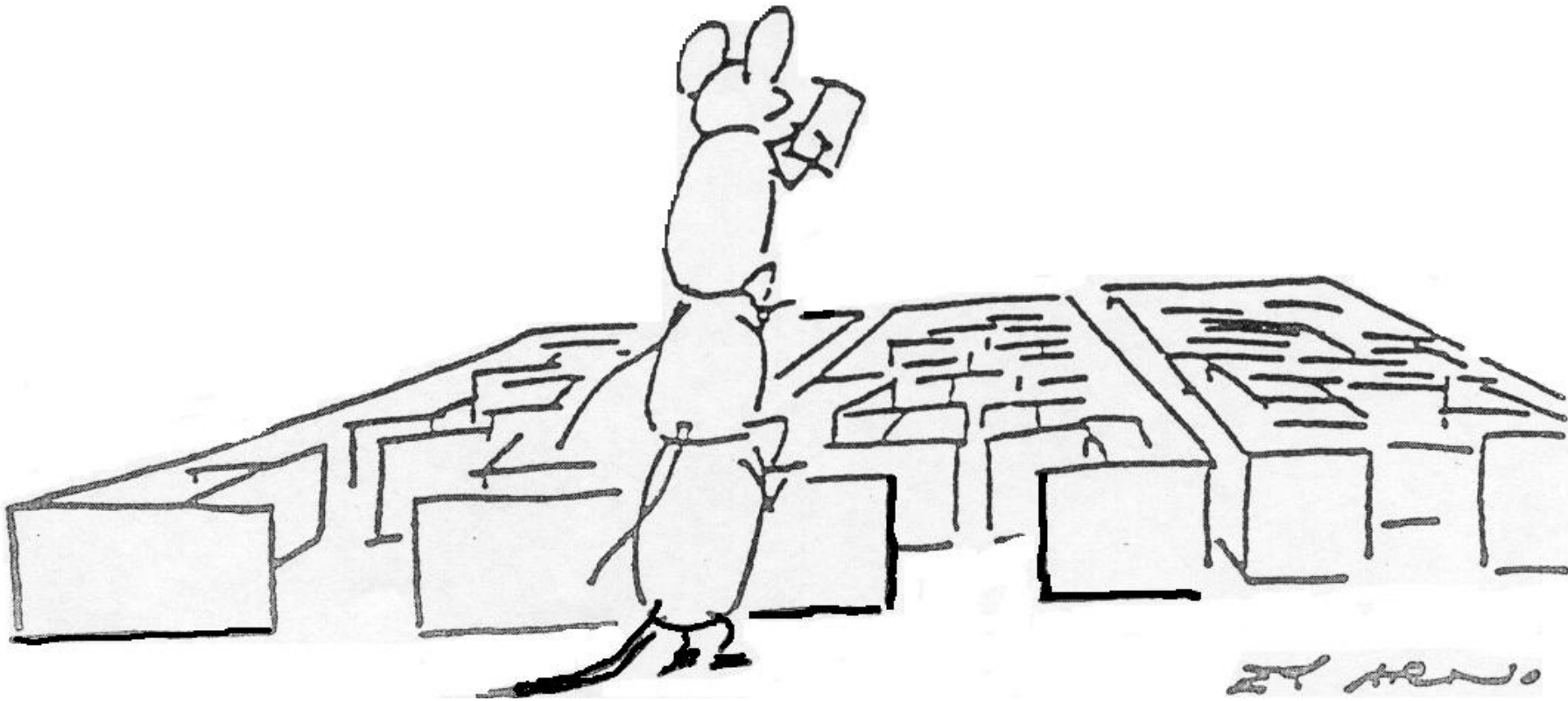
Assist

Find resources for

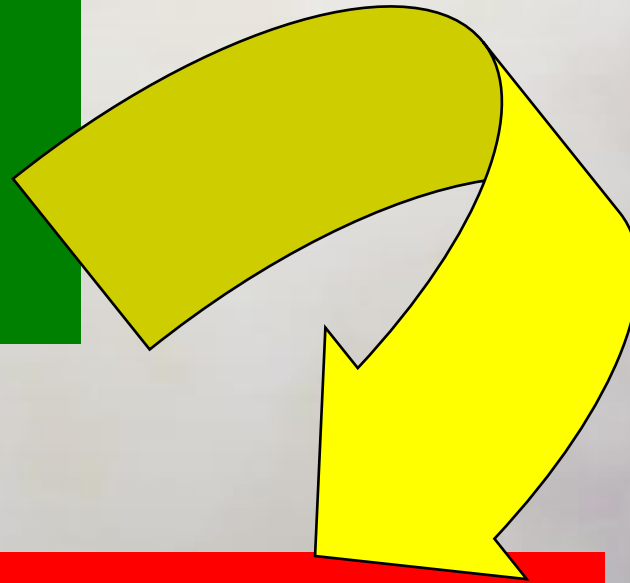
Encourage



# Collaboration



Think:



Forward Motion!

# Check In: How are you feeling?

1

2

3

4

5

What new thoughts are you walking away with today?



# SESSION EVALUATION



# Thanks for Your Participation!

George Tilson

Tilson & Diaz Solutions, Inc

*Career and Workforce Development Redefined*

*georgetilsonjr@gmail.com*