

**STRATEGIES FOR GETTING AND KEEPING
THE DSPS THAT WE ACTUALLY WANT**
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SELECTING DSPS WHO WANT TO BE DSPS...

- Identifying applicants who tend to be the strongest applicants:
 - Employee referrals
 - People who have family members with intellectual and/or developmental disabilities
 - People who apply because they have observed our staff with the people we support out in the community
- RCM prefers panel interviews for all positions
- Don't decline applicants too prematurely
- Orientation as an extension of the interview
- Skills and abilities are just a small part of what makes a DSP successful

...AND KEEPING THOSE DSPS WHO ARE GREAT!

- First impressions matter---ensure that the interview, orientation, and onboarding process are all positive and engaging
- Embodying person centeredness
- Removing barriers to sustained employment:
 - DSPs can work more or fewer hours based upon their individual circumstances
 - Work assignments consider commuting distances and proximity to public transportation
 - Account for DSP preferences

...AND KEEPING THOSE DSPS WHO ARE GREAT! (CONT.)

- Establish achievable performance standards and communicate them frequently
- Identify opportunities for strong performers to demonstrate what they know
- Be realistic about what motivates your staff
- Encourage time off and be knowledgeable about what burnout looks like
- Acknowledge that your great DSPs may not be DSPs forever and encourage them!