

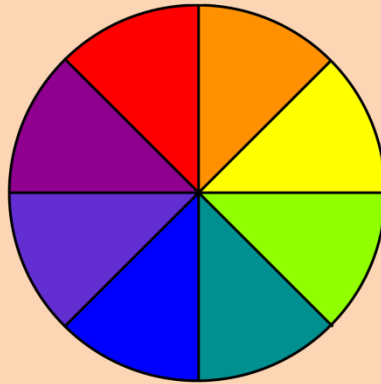
People Planning Together for Employment

Presented By: **Kevin Wright**

Partnerships in Employment Incentive
DC Learners & Earners
DC Department on Disability Services



ICEBREAKER: 3 Questions



- What is your name?
- What is your favorite color?
- What is your dream job?

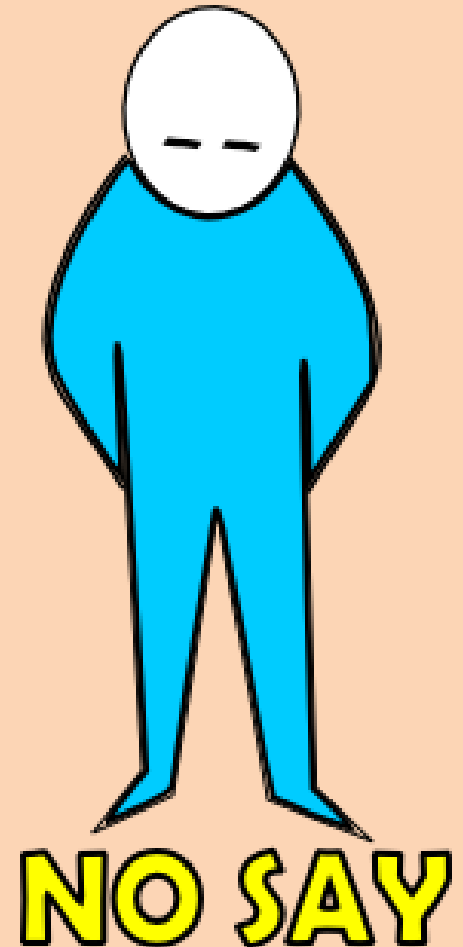
This Training Will . . .

- Help you have more control over your life
- Help you have more control over the supports you receive



Have You...

- Ever been to a planning meeting where you didn't say anything?
- Have you ever felt you did not have control over your life?



This Plan Will Help You

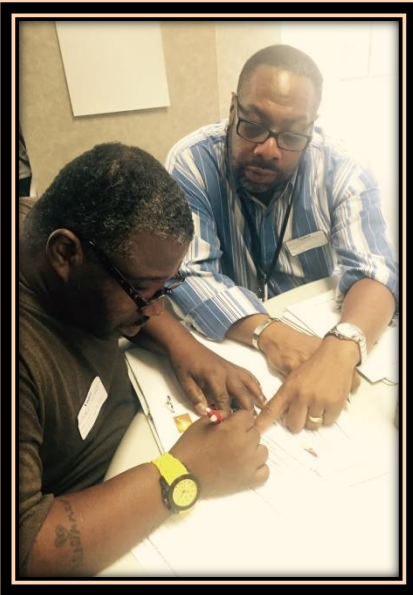
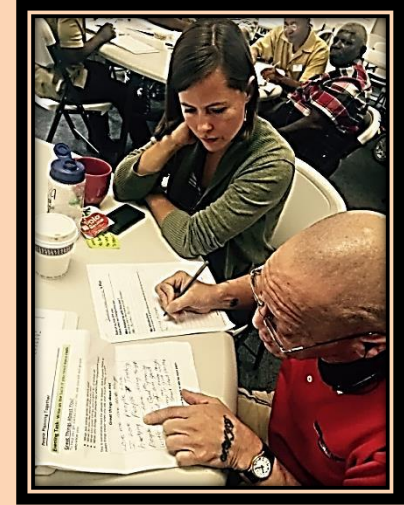
- Make decisions that are right for you to get a job
- And figure out what to talk about at your planning meeting or IEP



Making Decisions

Purpose of the Workbook

- Think about what you want...
- Write down what you know...



- Get more information from other people...
- Write up a plan that uses the information...

Why Develop a Plan for Yourself?

- To learn more about yourself
- To help others understand how to support you
- To share with your supports to help develop your plan together



Let's Think About the Differences?

Old way to plan

- Others plan for you...
- Includes what people think you need...
- Focuses mainly on your health and safety...
- Tries to fix you.



New way to plan

- Looks at what is important to you.
- Considers your dreams and goals...
- Asks you what is important for you to be healthy, safe and valued?
- Considers the supports you want.



New Way to Plan!



The plan should help you to answer 4 questions:

1. What is important **TO** you?
2. What is important **FOR** you?
3. What is the balance between important **TO** and important **FOR**?
4. What needs to stay the same? and What needs to change?





Important TO you:



- The things that you like,
- The things that you like to do,
- The people you love,
- The people you like to be around.



Important FOR you:

- Things that help you be safe.
- The things that help you be valued and respected



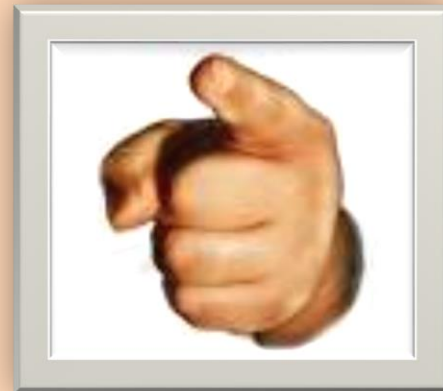
You may or may not agree with all of these.

Ways to Remember – HAND MOTIONS

Important TO



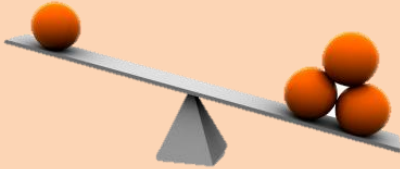
Important For



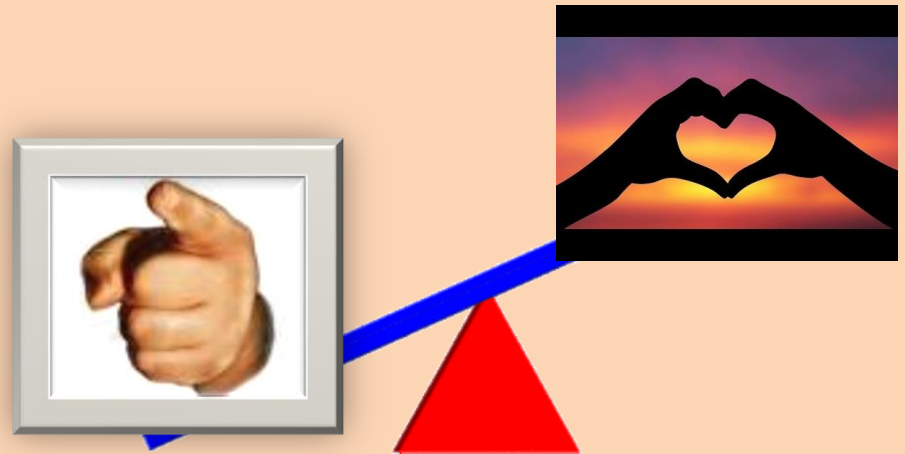
Important To and Important For



What is the balance between what is important TO you and what is important FOR you?



- We all look for a balance between them.
- The plan help us with this.

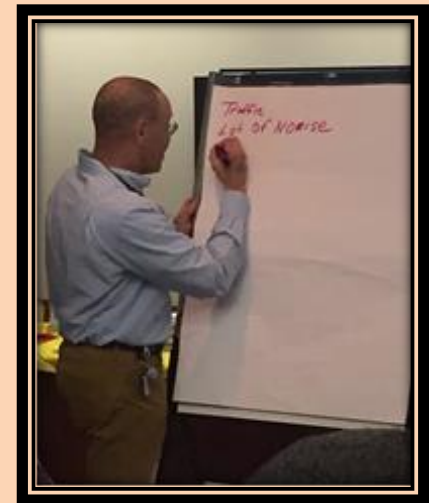


What needs to stay the same and what needs to change?



What is working and what is NOT working in your life?

- What is a good balance?
- Who does what?



The action plan is like making a TO DO list



Planning Together

Great plans are done in partnership with other people.

A good partnership is when everyone knows who
is supposed to do what.

**In planning, there are two parts
to a good partnership:**

1. Know the person (that is you!)
2. Know how to write plans.



Who should I talk to?



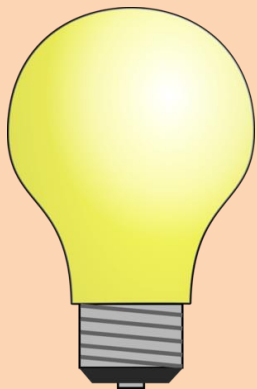
Good plans include ideas from several people.

You already know about yourself

BUT

Other people also have ideas about

- what is important to you
- and what is important for you



Who knows you best?

My Information:

You know you best

So think about:

- Great things about YOU
- What you LIKE to do
- What you do NOT like to do
- What things you like to do every day, every week, every month, or every year?



EXERCISE: Like & Admire

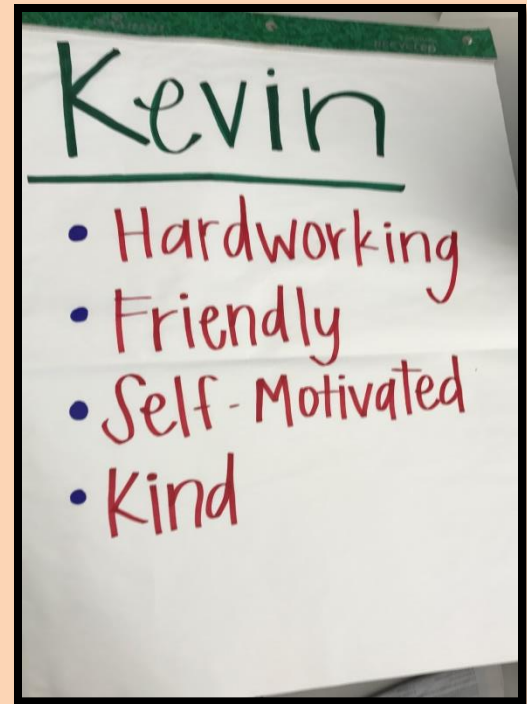
There are Great Things About You!!



Instructions

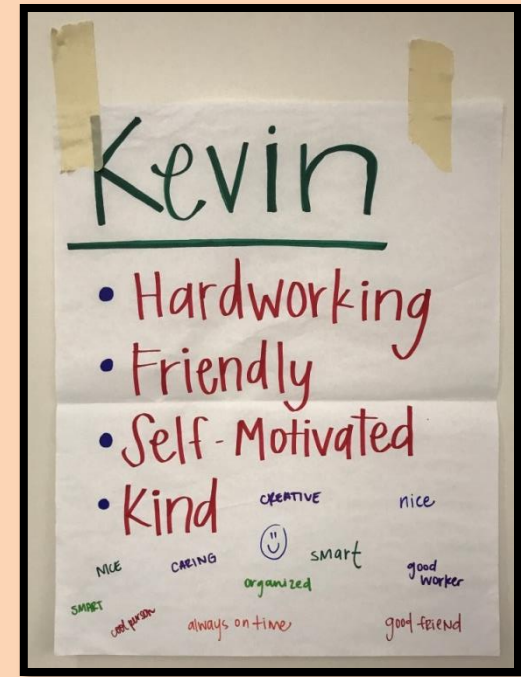
Part 1:

- Use the paper at your table
- Write your name on top of the paper
- Write some things you are **proud of about yourself**



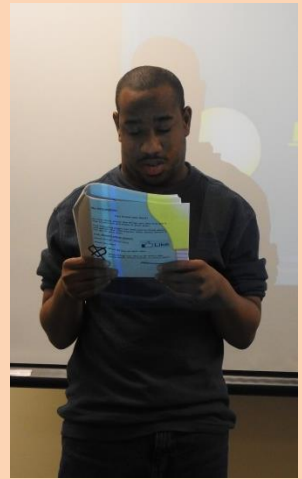
Part 2:

- Tape your paper to the wall
- Walk around and write on each person's paper
- Write at least one thing you like or admire about them.



Share and Debrief

- Are there things that you are proud of?
- Are there things you saw in others you would want to work on for yourself?
- What goals would you make for yourself?



Kevin Wright's One Page Profile

PPT +
Employment

Important to ME:
(Favorite things and what I don't like)

What coworkers/boss(s)
like and admire about ME

- ☐ A hard worker
- ☐ Organized person
- ☐ A quiet person
- ☐ Puts 100% effort into his work
- ☐ Very creative
- ☐ Critical Thinker
- ☐ Very Observing person
- ☐ Friendly towards others
- ☐ Conscientious person
- ☐ Outgoing person
- ☐ Great speaker
- ☐ Helpful person



Important for ME:
(Supports I need and want)

(What is important to me in a job)





**What Do You Like and What Do
You Like To Do For Work?**



Let's add some things to this
section of your plan:

Important to me:
(My Dream Job)

-
-
-
-
-



What Do You NOT Like?

- What are things that bug you?
- What makes you upset every time it happens?



Let's add some things to this section of your plan:

Important to me:
(Things I don't like)

-
-
-
-
-



Kevin Wright's One Page Profile

PPT +
Employment

What coworkers/boss(s)
like and admire about ME



Important to ME:

(Favorite things and what I don't like)

- ☐ Being successful
- ☐ Advocating for myself
- ☐ Making sure I complete my work
- ☐ Being respectful towards others
- ☐ Helping others in need
- ☐ Striving towards my future career job
- ☐ Coming to work every day
- ☐ Gaining/learning new skills
- ☐ Hate not being involved/contributing at work

Important for ME:

(Supports I need and want)

What is Important FOR me?



What do other people think is important for me?

What do they always remind me to do?

What do people “hassle” me about?

Important for me:

(Supports I need and want to keep me safe and valued at work)

-
-
-
-
-

How to Support Me in My Job

What do people need to know to help me stay safe?

What are ways to help me feel respected?

Important for me:

(Best Ways to support me to keep me safe and feel respected)

-
-
-
-
-



Kevin Wright's One Page Profile

PPT +
Employment

Important to ME:
(Favorite things and what I don't like)

What coworkers/boss(s)
like and admire about ME



Important for ME:

(Supports I need and want)

- ☐ Being involved and contributing at work
- ☐ Letting my boss know what days I'm not coming to work
- ☐ Taking responsibility for my actions
- ☐ Receiving feedback from coworkers on a job assignment
- ☐ Follow all directions that either my coworkers or boss gives me
- ☐ Doing the right thing

Evening Task

Talk to someone who knows you well...

Tonight you will be gathering more information about yourself to use in your plan.

- Talk to them over the phone or set aside some time to talk in person about you.
- Ask them questions using the Evening Task pages.
- Write or get them to write their answers down.
- Have other people help you.

Who will you talk to?



THANK YOU!!



People Planning Together for Employment: DAY 2

Presented By: **Kevin Wright**

Partnerships in Employment Incentive
DC Learners & Earners
DC Department on Disability Services



EXERCISE: Beach Ball Ice-Breaker



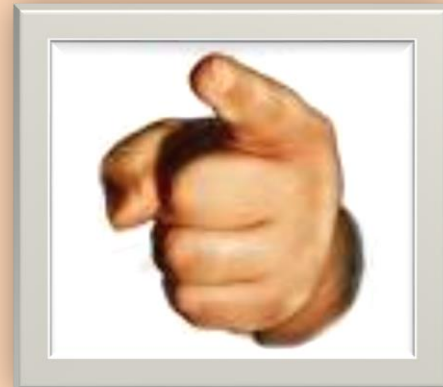
- Catch the Ball
- Read and Answer the 1st Question you see
- Toss the Ball to someone else

Important TO & Important FOR REMINDER

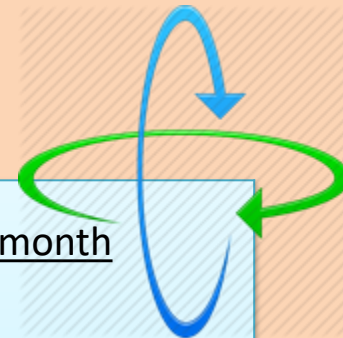
Important TO



Important FOR



Routines



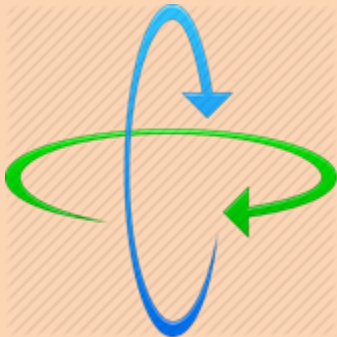
<u>Every day</u>	<u>Every week</u>	<u>Every month</u>
<u>Waking up in the morning</u>	<u>Going to bed</u>	<u>Getting home from work</u>
<u>Birthday</u>	<u>Cultural/holiday</u>	<u>Spiritual/religion</u>
<u>Vacation</u>	<u>Comfort</u>	<u>Celebration</u>

<p><u>Every Day</u></p> <p>Watching Ch. 4 News</p> <p>Exercise</p>	<p><u>Every Week</u></p> <p>Watching wrestling every Monday</p> <p>Going to church every Sunday</p>	<p><u>Every Month</u></p> <p>Paying my bills</p> <p>Giving my dog a heartworm pill</p>
<p><u>Waking Up Every Morning</u></p> <p>Taking a shower</p> <p>Having 2 cups of coffee with cream</p>	<p><u>Going To Bed</u></p> <p>Checking locks on doors and windows</p> <p>Listening to music to go to sleep</p>	<p><u>Getting Home From Work</u></p> <p>Changing my clothes</p> <p>Having a snack</p>
<p><u>Birthday</u></p> <p>Having my family call and sing <i>Happy Birthday</i> on the phone</p> <p>Going out to dinner with my friends</p>	<p><u>Cultural/Holiday</u></p> <p>Having Grandma's stuffing on Thanksgiving</p> <p>Having a Trim-The- Tree party at Christmas</p>	<p><u>Spiritual/Religion</u></p> <p>Going to Midnight Mass on Christmas Eve</p> <p>Not eating meat on Fridays during Lent</p>
<p><u>Vacation</u></p> <p>Going to Ocean City every year</p>	<p><u>Comfort</u></p> <p>Work in my adult coloring and puzzle books</p> <p>Talking to my friends</p>	<p><u>Celebration</u></p> <p>Going to a restaurant with friends</p> <p>Buying something new for myself</p>

**What are your most important routines?
Add them to this section of the plan:**

Important to me:

(Things I count on in my daily,
monthly, and yearly routines)



Goals



Goals – A story...

Kevin knows
what he
wants and is
going for it!



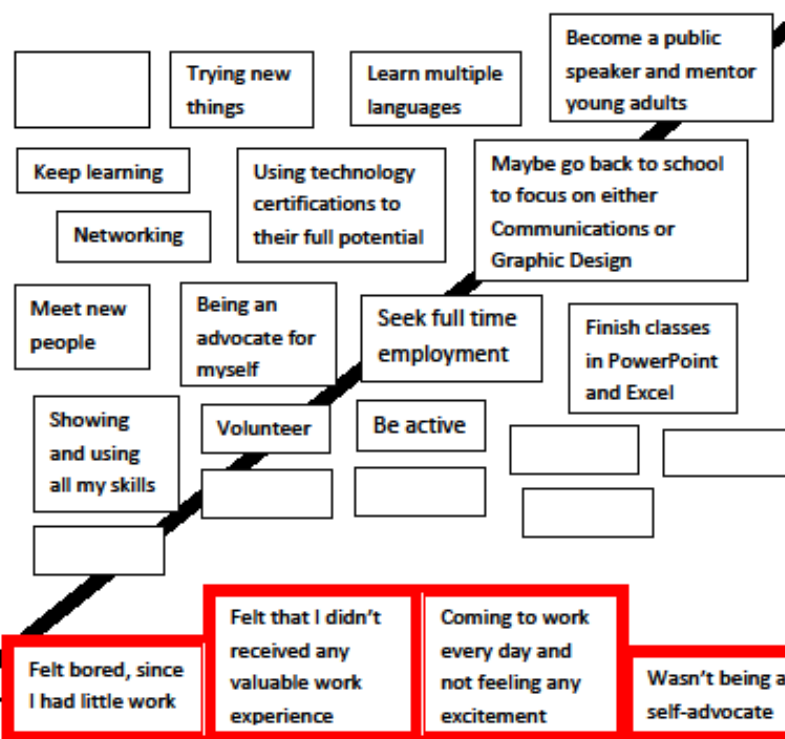
CHARTING the life course

Employment Trajectory: Kevin Wright



"Success isn't always about greatness. It's about consistency. Consistent hard work leads to success. Greatness will come."

Dwayne Johnson



VISION for employment/work life

- Volunteer opportunities that eventually lead to an internship or full time job
- Is the work I'm doing can benefit others
- Having a positive attitude
- Working somewhere I love/waking up excited for work
- Having the opportunity to meet new people/networking
- Being passionate
- Following my dream job

What I DON'T Want

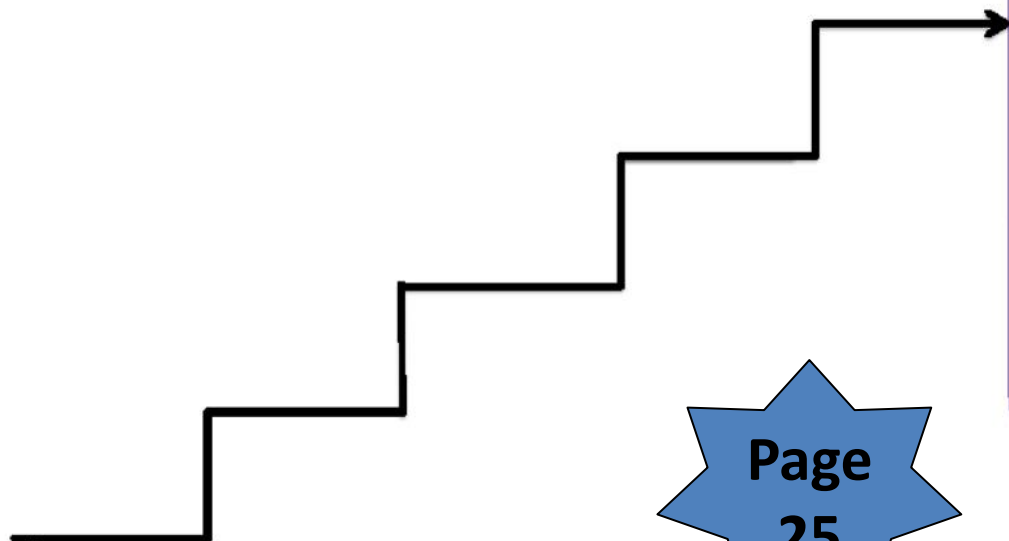
- ⊗ Others telling me it's easy to find work
- ⊗ Not gaining valuable work experience such as learning new skills
- ⊗ To not be accommodated in the workplace
- ⊗ Little involvement in a workplace
- ⊗ Taking the easy route towards success
- ⊗ Being afraid to give advice or input to other co-workers
- ⊗ Not speaking up at work

This tool was adapted by the DC Department on Disability Services and Project ACTION, from tools developed by University of Missouri-Kansas City Institute for Human Development, University Center for Excellence in Developmental Disabilities (2015). (Last revised 04/17)



LIFE TRAJECTORY WORKSHEET: PLANNING EMPLOYMENT

STEPS I need to take to help me move closer to my JOB/CAREER goal:



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25

THINGS THAT MIGHT
MAKE IT HARD TO GET
THE JOB/CAREER I WANT:

MY VISION	
WHAT I WANT FOR MY JOB/CAREER:	
WHO CAN HELP?	SUPPORT NEEDS:
DISLIKES	
WHAT I DON'T WANT FOR MY JOB/CAREER:	

What's working / What's not working



EXERCISE: What's Working / What's Not Working

It's a puppy . . .





What's Working

What is working best in my life right now that would help me get a job? What makes the most sense for me right now? How can people continue to help me to get a job?

What's Not Working

What is the worst part of my life right now about getting a job? What does not make sense for me right now? What could people help me to change?



People Planning Together


Keep the same:

In order to keep what is working, what makes sense in my life -
What needs to stay the same? What is working but could be better?



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27

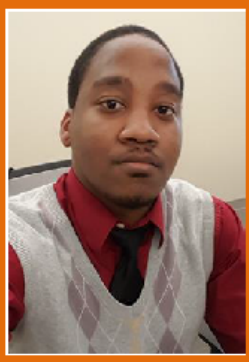
Work to change:

 What is not working in my life that needs to change?

**Add the most important things to
change or stay the same and your goals:**

What I Want:		
Steps I Need To Take	Who can help:	By when:

Using the one page profile, help each person to quickly record their information from their workbook.

Kevin Wright's One Page Profile	PPT + Employment	<u>Important to ME:</u> (Favorite things and what I don't like)
<u>What coworkers/boss(s) like and admire about ME</u> <ul style="list-style-type: none">• A hard worker• Organized person• A quiet person• Puts 100% effort into his work• Very creative• Critical Thinker• Very Observing person• Friendly towards others• Conscientious person• Outgoing person• Great speaker• Helpful person		<u>Important for ME:</u> (Supports I need and want) <ul style="list-style-type: none">• Being involved and contributing at work• Letting my boss know what days I'm not coming to work• Taking responsibility for my actions• Receiving feedback from coworkers on a job assignment• Follow all directions that either my coworkers or boss gives me• Doing the right thing

After the Plan



The Plan is the first ...

The next steps are the most important....

You have to get the plan moving and working for you.

This is the hardest part!

3 ways to use your plan

1. To learn more about yourself
2. To help other people understand you better.
3. Work with your staff to use some of this
in your planning meeting

**YOU
DECIDE!**

CONGRATULATIONS!

**YOU HAVE
COMPLETED
YOUR
FIRST
PLAN!!!**





Please fill out the evaluation. Your opinions will help us to make this training better!

Email me at Kevin Wright kevin.wright2@dc.gov