

Discovering Personal Genius

*The Foundation for
Customizing
Employment*

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Discovering Personal Genius

- The Challenge:
Creating lasting,
satisfying, person-
directed, employment
beyond the confines
of traditional job
development



Discovering Personal Genius

- Activity
 1. Align with someone in the room who you don't know
 2. Find out 3 things about them that aren't obvious
 3. Do this without asking any questions
 4. Hint: Have a Conversation
 5. Report Back



Discovering Personal Genius

- Activity Debrief:
 1. It's hard to find out about someone without asking questions
 2. Think Conversation, not Interrogation
 3. It's best to let the Environment guide our Discovery
 4. If we “live into the answers” the chances of getting an acquiescent response is lessened

Discovering Personal Genius: *Hanging Out With Intent (HOWI)*

- Assistance *NOT* Assessment
- Inventory Real Environments
- Do Not rely on data from Segregated Environments
- One Place leads to Another;
One Person Leads to Another
(Family, Friends,
Acquaintances,
Professionals, Strangers)



Discovering Personal Genius:

Hanging Out With Intent (HOWI)

- Discovery is a structured Process
- We are not here to ask “What job or business would be best?”
- The more folks involved, the more diversity of activities & locations
- The more activities & locations, the more diversity of thought
- The best way to get a great idea is to get lots of ideas

Discovering Personal Genius:

Exercise

- List 2 things most people don't know about you
- Where & When are you at your best?
- Where & When do you have the highest support needs?
- Other than your immediate family, who knows you best?
- What gets you out of bed in the morning, besides work?

Discovering Personal Genius: Assessment

- Vocational Evaluation is not functional
- Data taken in Segregated settings is false
- Checklists do not offer a diversity of choice
- Unpaid Work Experiences are often Stereotypical
- Are you at your best when being tested, or rather when you are exploring familiar and/or new places, people & things?

Discovering Personal Genius: Assessment



Discovering Personal Genius: Paying for Assessment

- VR, WIA, Schools (IEP), DD and MH Day Program can all pay for career development
- A PASS can purchase Career Exploration
- Personal Budgets should contain hours and \$ for Discovering vocational themes

Discovering Personal Genius:

What We're Looking for:

- The Ideal Conditions of Employment
- Strengths, Interests, Supports, Contributions
- Relationships that matter & that help us get lots of ideas



Discovering Personal Genius: *Relationship Mapping*

- Identify people known to the job seeker
- Identify people known to the Team who know the community
- Create a Community Inventory of both Formal & Informal Associational Life
- Start visiting places & people of Relevance



Discovering Personal Genius:

Developing a Plan

- Discovery should lead to a solid Profile that captures the essence of the individual:
 1. What Works & What Doesn't (How will you know if things don't work until you've tried them?)
 2. Best Settings; Support Needs; Talents
 3. What Home is like; Demonstrations of chores & hobby tasks, revealed Interests, the impact of disability.....
 4. What other things we need to observe or investigate both formally & informally

Discovering Personal Genius: *Going Where the Dream Makes Sense*

As a Course of Action evolves (using the Team Process), visiting others who have the same interests is often a valuable step in collecting possible career information



Discovering Personal Genius:

Back to the Plan

Once the Information is Collected, and NOT before, we can begin to ask about possible Business or Wage Job ideas.

Create a Job Development Plan

Design a Personal Portfolio or Resume

Create a Job Seeker's Relationship Map

Develop a list of Potential Employers or Products & Services for a Small Business

Discovering Personal Genius:

Back to the Plan

- *The Rule of Three*
- Each Team Member develops at least 3 good ideas
- Throw out the 1st; it followed the path of Least Resistance
- Avoid the 5 Jobs meant for people with Disabilities
- Develop a Prospecting List & Schedule

Discovering Personal Genius:

Back to the Plan

- *Best Practice Still Entails:*
- Quality Job or Business Development with the Person
- Job Analysis & Discreet Task Analysis
- A Training Plan for their new Employee
- Natural Support Analysis
- A Consultative Approach

Discovering Personal Genius:

Clint's Creations

- Love of Flowers
- Gardening
- Family Support
- Outreach to Florists & Suppliers
- Personal Budget from CP Center



Discovering Personal Genius: *Chef Kevin*

- Loves Cooking
- Max 6-week Tenure in any job
- No Family Support
- Bosses are not OK
- Loves to Work



Discovering Personal Genius:

Tim: Fisheries Specialist

- Works best independently
- Little work History
- Shows frustration vigorously
- Bosses are not OK
- Loves Animals
- Strong Work Ethic



Discovering Personal Genius:

Jake the House Painter

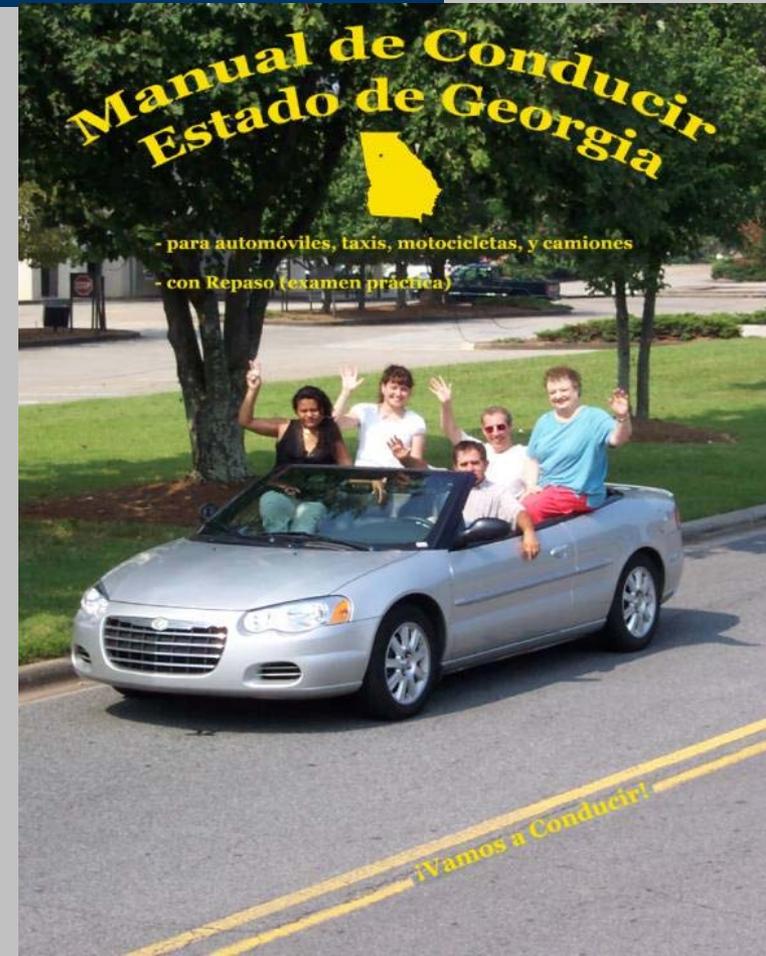
- Works best independently
- No work History
- Shows frustration vigorously
- Unsteady on a ladder
- Loves to Paint
- Loves the Outdoors



Discovering Personal Genius:

Rich: Spanish Language Publisher

- Works best independently
- Immigration Work History
- Shows frustration vigorously
- Knows Latino Community
- Loves Language
- Brilliant Thinker



Discovering Personal Genius:

Turena's Reflexology

- Works best independently
- Health Concerns regarding a day job
- New Age
- Health Conscious
- Self Starter
- Creative
- People Oriented



Discovering Personal Genius: *Mellowny the Artist*

- Works best around other artists
- Desired a day job that fed her passion
- Avoidance of the Starving Artist
- Creative & Diverse Thought
- Love of Learning
- Likes being in Business
- Spiritual

