


Making Choices: The Good, the Bad and Everything in Between



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Marianne Taylor, M.A. 617.876.0426 x2330 taylor@hsri.org
Human Services Research Institute

Web site: <http://www.hsri.org>



*“We must delight in each other,
make others’ conditions our
own, rejoice together, labor and
suffer together, always having
before our own eyes our
community as members of the
same body.”*

*John Winthrop, 1630
“City on a Hill”*



Discussion Goals:

- Explore supporting choice and decision making as a DSP



What role do these keys to a healthy direct support workforce play in supporting good decision making?

- **T**raining, Education and Professional Development
- **O**rganizational Effectiveness
- **P**lanning and Policy Alignment
- **S**takeholders and Statistics



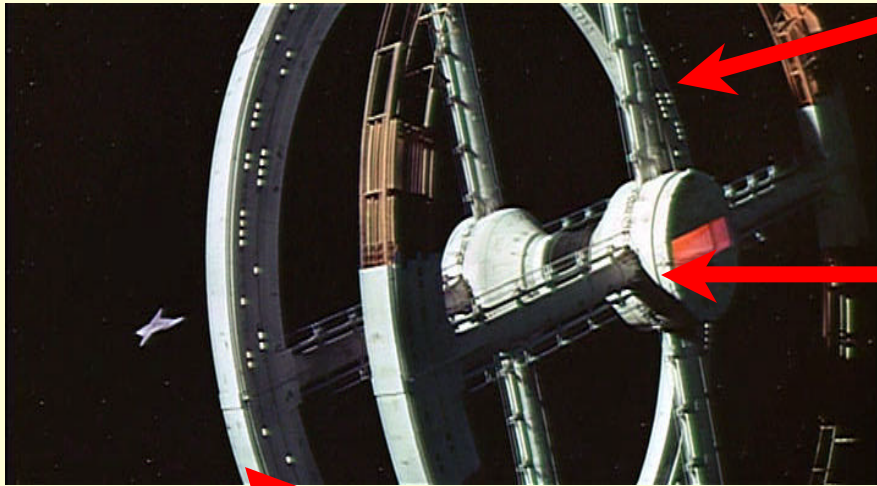


Professional Role Definition



The Direct Support Professional assists the participant to lead a self-directed life and contribute to his/her community; and encourages attitudes and behaviors that enhance inclusion in his/her community

The core of direct service practice



● Skill

● Ethics

■ Knowledge



NADSP Code of Ethics

- Integrity & Responsibility

- Justice, Fairness & Equity

- Respect

- Relationships

- Advocacy

- Person Centered Supports

- Promoting Physical and Emotional Well-Being


- Confidentiality

- Self-Determination





The Community Supports Skill Standards

1. **Participant Empowerment**
 2. **Communication**
 3. **Assessment**
 4. **Community and Service Networking**
 5. **Facilitation of Services (Planning)**
 6. **Community Living Skills**
 7. **Education, Training, Self Development**
 8. **Advocacy**
 9. **Vocational, Educational & Career Support**
 10. **Crisis Intervention and Prevention**
 11. **Organizational Participation**
 12. **Documentation**
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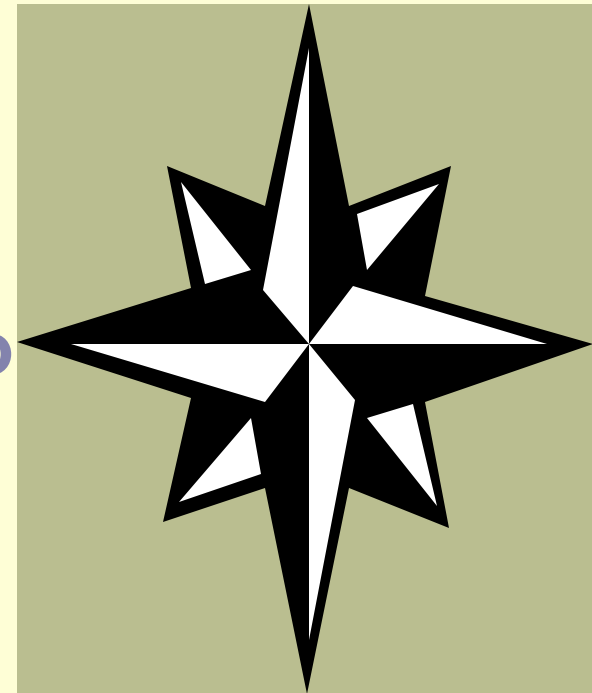
The Good, the Bad and... the rest of the story:



- Is your path always clear in the narrative of your life?
- In the narrative of the lives of people you support?

Working it out: What helps?


- Relationship – deep personal knowledge and trust
- Knowing what's important to stakeholders, what's expected: regulations, ethical practice, skills
- Problem solving tools: how to think it through





1 Tool: The Right Thing Algorithm

Doing the **RIGHT** Thing:

- Recognize the conflicting obligations
 - Identify Points of view
 - Gather any resources that may be of help
 - Have a plan
 - Take action
- 



Know About Me!


Listen to me! Ask! Know -

- Who I am
- My hopes & dreams
- How to teach me of help me find teachers
- What is important
- What I like to do & how to help me get there
- What I need help with
- Practice openness, honesty, confidentiality
- Value my safety
- Don't judge



Do Unto Others:

- Calm me down – help work it out
- Talk to people who know me well
- Treat me right – don't “get after” me
- Leave me alone when I'm upset
- Leave me alone when I need to relax
- Let go and try things differently
- Smile when I'm having a bad day
- Everybody has a right to do what they want to do, not what they don't want to do.



To help, to continually help and share, that is the sum of all knowledge; that is the meaning of art.

ATtribution: Eleonora Duse (1859–1924), Italian actor. As quoted in *Actors on Acting*, rev. ed., part 11, by Toby Cole and Helen Krich (1970)

