The Learning Community for Person Centered Practices envisions a world where all people have positive control over the lives they have chosen for themselves. Our efforts focus on people who have lost or may lose positive control because of society's response to the presence of a disability. We foster a global learning community that shares knowledge for that purpose.
THE BALANCE BETWEEN Them
AND
IMPORTANT FOR
AND
IMPORTANT To

Core Concepts:

...Not just better paper...
Help people get better lives
Important TO

What is important to a person includes those things in life which help us to be satisfied, content, comforted, fulfilled, and happy. It includes:

- People to be with /relationships
- Status and control
- Things to do and Places to go
- Rituals or routines
- Rhythm or pace of life
- Things to have

Important TO

- Includes what matters the most to the person – their own definition of quality of life.

- What is important to a person includes what people “say”:
  - with their words
  - with their behavior

*When words and behavior are in conflict, pay attention to the behavior and ask “why?”*
Important FOR (Part One):

- Issues of health:
  - Prevention of illness
  - Treatment of illness / medical conditions
  - Promotion of wellness (e.g.: diet, exercise)

- Issues of safety:
  - Environment
  - Well being ---- physical and emotional
  - Free from Fear

Important FOR:

- What others see as necessary to help the person:
  - Be valued
  - Be a contributing member of their community
Important To and For are Connected

- Important TO and important FOR influence each other
- No one does anything that is important FOR them (willingly) unless a piece of it is important TO them

*Balance is dynamic (changing) and always involves tradeoffs:*
- Among the things that are important TO;
- Between important TO and FOR

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Health and Safety Dictate Lifestyle
Balance

No Responsibility
All Choice
• Important TO
• Important FOR
• And
• What support is needed from others

Each of us want lives where we are supported by & contribute to our communities

Have our own dreams and our own journeys

Have opportunities to meet new people; try new things; change jobs; change who we live with & where we live

Have what/who is important to us in everyday life; people to be with; things to do, places to be

Stay healthy & safe (on our own terms)
- One Page Descriptions/ Profiles
- People Matching
- Working? Not Working and/or.....
- What Makes Sense? What Doesn’t make sense?

<table>
<thead>
<tr>
<th>What is important to Me at School</th>
<th>What people like and admire about Mark</th>
<th>What friends/teachers need to know and do to support Me at school</th>
</tr>
</thead>
<tbody>
<tr>
<td>Being a good Student</td>
<td>Wonderful Imagination</td>
<td>Classes are modified and adapted per my IEP</td>
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<tr>
<td>Attending my classes, especially Algebra, Science and Start On Success program</td>
<td>Creative</td>
<td>When I ask, please get my folders and homework out</td>
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<tr>
<td>Being in Control and Organized. To ask for what I need.</td>
<td>Intelligent</td>
<td>Ask me if you want to know something involving me</td>
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<td>Being ready for my first class when I get off the bus</td>
<td>Great Sense Of Humor</td>
<td>Talk to me at eye level</td>
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<td>Being treated like a typical High School Kid at Brashear</td>
<td>Talented Music Composer</td>
<td>Don’t expect me to be social when I am trying to get to my classes</td>
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<tr>
<td>That my friends and teachers know how I communicate</td>
<td>Bowler, Skater, Dancer</td>
<td>I can sit in my chair, but look out for me in case I get stuck.</td>
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<td>That I be given the time it takes to be heard</td>
<td>Public Speaker</td>
<td>Become familiar with my DynaVox and my other communication tools</td>
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<tr>
<td>To have time to talk to friends in the hallway and in the cafeteria</td>
<td>Self-Advocate</td>
<td>Remind me to tell my friends and teachers to wait for my comments in a conversation</td>
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<td>To feel like I belong at my school.</td>
<td>Nice Happy</td>
<td>Help me explore ways I can participate in organizations at school.</td>
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<td>That people see past my equipment and see me as a person</td>
<td>Loving Caring Compassionate</td>
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<td>Easy to Talk To/Confide in</td>
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<td>Reflective of Self and Others</td>
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<td>Good Listener</td>
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<td>Good Brother Good Friend</td>
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<td>People Person</td>
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<td></td>
<td>Eager</td>
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<td></td>
<td>Never Quits Until a Task is Mastered</td>
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<td></td>
<td>Sticktoiveness</td>
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<td>Persistent Determined</td>
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<td>Strong Willed</td>
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<td></td>
<td>Proud of a Job Well Done</td>
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</table>
Great Things About ME:
- I am a good friend.
- I am a happy guy.
- I am funny.
- I am smart.
- Much smarter than you think I am.
- I like to talk about the SF Giants baseball in a good way to make friends.
- I am resilient. I have been through a lot and I am still smiling.
- I am hard. I will do things if I don’t understand if you help me.

What’s Important to Me?
- Being understood when I talk. It’s OK to make multiple guesses. I will work with you.
- Having control. I know I can’t control everything, but let me control those things I can.
- Having my dad help me. He knows me better than you do. Listen to my dad.
- Knowing what is coming next. Visual schedules work great, but I know they aren’t always possible.
- Show me what you are doing by comparing to things I already know.
- My preferred stuff. I will do things for them I might not do for you.

What You Need To Know To Support Me:
- I don’t understand your rules and they aren’t important to me.
- Know my rules. If you don’t know ‘em, ask my dad.
- Most of the time I don’t understand why I have to do what you are asking. Give me time to process.
- If you are asking me, I am probably sick and my patience might be shorter than usual.
- Give me control where I can have it.
- Rewards are great but they have to be believable and happen soon.

My Work Profile...

I have been looking for a job with St. Vincent DePaul since September 2008 and now with Supported Employment Services (SES). I am very determined to get a job I like so I can get paid! Preferably in sales or ATV shop. I am willing to volunteer if I can not get a job right away to get more experience for my resume.

I hope people get to know me better reading my profile and learn how to support me at work. I want people to learn and write down things that work for me and things I may want to change/improve. Having a Provider to help me with things at work and in the community is new to me.

What people like and admire about me. They say I am...
- Determined. I am not a quitter.
- Great personality and genuine.
- People say I am very easy going, patient and loyal.
- I think I am caring and thoughtful. I will give my shirt off my back.
- Courage to face challenges.
- Impressive customer service and phone voice skills.
- Very good at answering a multiline phone, answers questions, and transfers calls.
- Good with computers and the internet.
- Very friendly, polite, and helpful always.
- Always on time and ready to work.
- Jeremy’s work attitude is neat and clean.
- Work for long periods of time (up to 8 hours) on projects he likes.
- Very motivated.
- He has the courage to face challenges.

What is important to me...
- I can move around at work with my wheelchair (bathroom, desk, etc.)
- I am busy doing things at work (I don’t like just sitting around).
- There is “team work” and I am able to give my ideas.
- When people are accommodating and helpful.
- I feel important when people ask me to help them (like with computers).
- Learning new work skills.
- People trying to not make me feel rushed.
- To work with people that are laid back and have the same interest (like Quadt, video games, movies, computers, and Oregon Ducks).

How best to support me at work...
- I need my work place to be large enough for me to get around with my wheelchair.
- I have Cerebral Palsy and sometimes it is hard for me to do tasks with my hands with small objects.
- Things like putting paper clips on paper, folding clothes, folding paper a certain way, and putting rubber bands on things are sometimes hard.
- Give me a moment to think about how I want to approach a task or project. I just don’t like to be rushed.
- It is difficult for me to reach shelves that are high.
- I can not stand for long (maybe 15-20 minutes).
- If I stand, I need to hold on to sturdy things.
- I can lift things less than 15 lbs. no higher than my chest or shoulders.
- When using a computer, I need to have large fonts to read.
- My left eye is not as good as my right eye. My depth perception is not good. Remind me if I get too close to the ledge like on sidewalks.
- I have to get very close to what I read and sometimes I may lose my place. Give me a little time to adjust and I will do fine.
- Sometimes I may need help with reading or understand hard words.
- I like when people are reliable and responsible.
- I need a moment to figure out how to get into a car I am not familiar with so I can tell you how to help me.
- I have a walker, but I use my wheelchair 99 percent of the time.
- I need at least a day in advance to schedule meetings.
- Sometimes it is hard for me to move around with my wheelchair and carry things at the same time.
- I am usually pretty quiet when I am having a bad day. Talking about what is wrong helps.
# Tiernan

**What is important TO Tiernan:**
- Conversation, talking to people.
- His cars, trains, toys.
- Having his own space.
- Having someone to play with.
- Daddy, Mommy, Joshua, family.
- Making his own decisions.
- A tablet or Leap Pad for 15 min at bed time.

**What is important FOR Tiernan:**
- Acknowledge you hear him when he tries to talk to you.
- Let him know if you're leaving the room, where you'll be -- and how long you'll be gone.
- Tiernan is tall for his age. People often think he's older than he is.

Remember he's 3 years old.
- Making up imaginary scenarios, play along with him & add to the story!
- He can hear you. When he doesn't respond -- he's not interested.
- His binkie when he's tired or riding in the car - not negotiable. Always have a spare one handy.

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**Some Great Things About Tiernan!!**
- He is good natured and even tempered.
- He has a great sense of humor.
- He is a very happy little boy.
- He's adventurous.
- He is very social and not shy around adults or children.
- He has a great memory and remembers names, places & people.
- He's smart and his vocabulary is vast.

"A boy is trust with dirt on his face, beauty with a cut on his finger, wisdom with bubble gum in his hair, and the hope of the future with a frog in his pocket."

**A Matching Profile**

For each person – what are . . .

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<tr>
<th>Supports Needed</th>
<th>Skills Required</th>
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**PERSONALITY CHARACTERISTICS**

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**NICE TO HAVE (SHARED INTERESTS)**

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How are we doing this work?

- Series Discovery Learning Resources – Skills
- Practical applications
- Structured way

- Training:
  - Person Centered Thinking Training
  - One Page Description
  - Plan Facilitation Training

- Person Centered Systems
- PCT Coaches
- PCT Trainers (Parents, Support Coordinators, Providers, State People, Support Brokers and others)
- Person Centered Organizations
Thank you!

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