

Citizen-Centered Leadership™

Resource and Learning Center

www.cclds.org

Person First Employment

*Examining the level of person-centeredness
in our practice*

with

Carol Blessing & Wendy Quarles



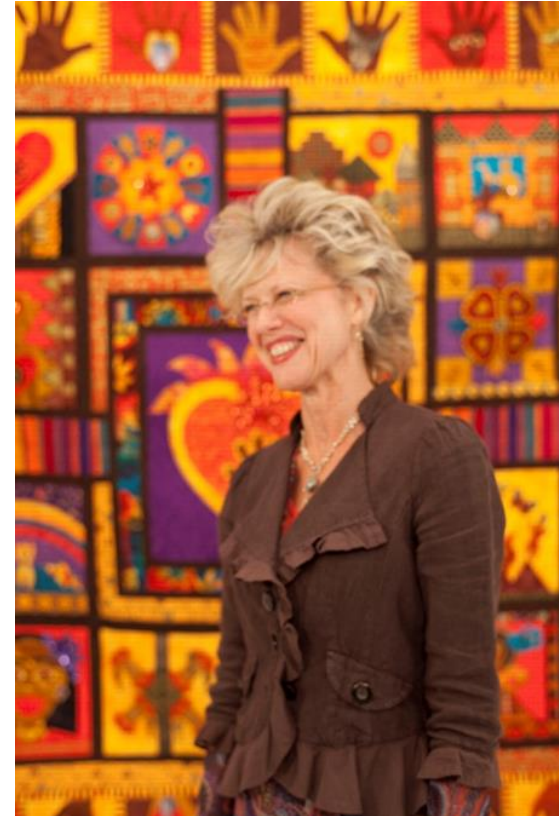
Cornell University

AGENDA

- Welcome
- Introduction: ideals of person-centered work; 5 star quality; “3 Legged Stool”; Impact of Culture on Expectations & Outcomes; Integrity Gap
- Activity: 2 minute reflection
- Activity: Small group discussion
- Activity: Small group reflection and record
- Activity: Large group debrief
- Your Passport

Bedrock of Person-Centered Work

- All people are born with gifts, capacities & purpose
- All people have a right to equal access to opportunity to explore, discover and express this purpose/these gifts
- All people have a responsibility to give back to the benefit of society; the good of the whole



Beth Mount

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Beyond Accreditation - Five-Star Quality 2.0

From Clienthood to Citizenship



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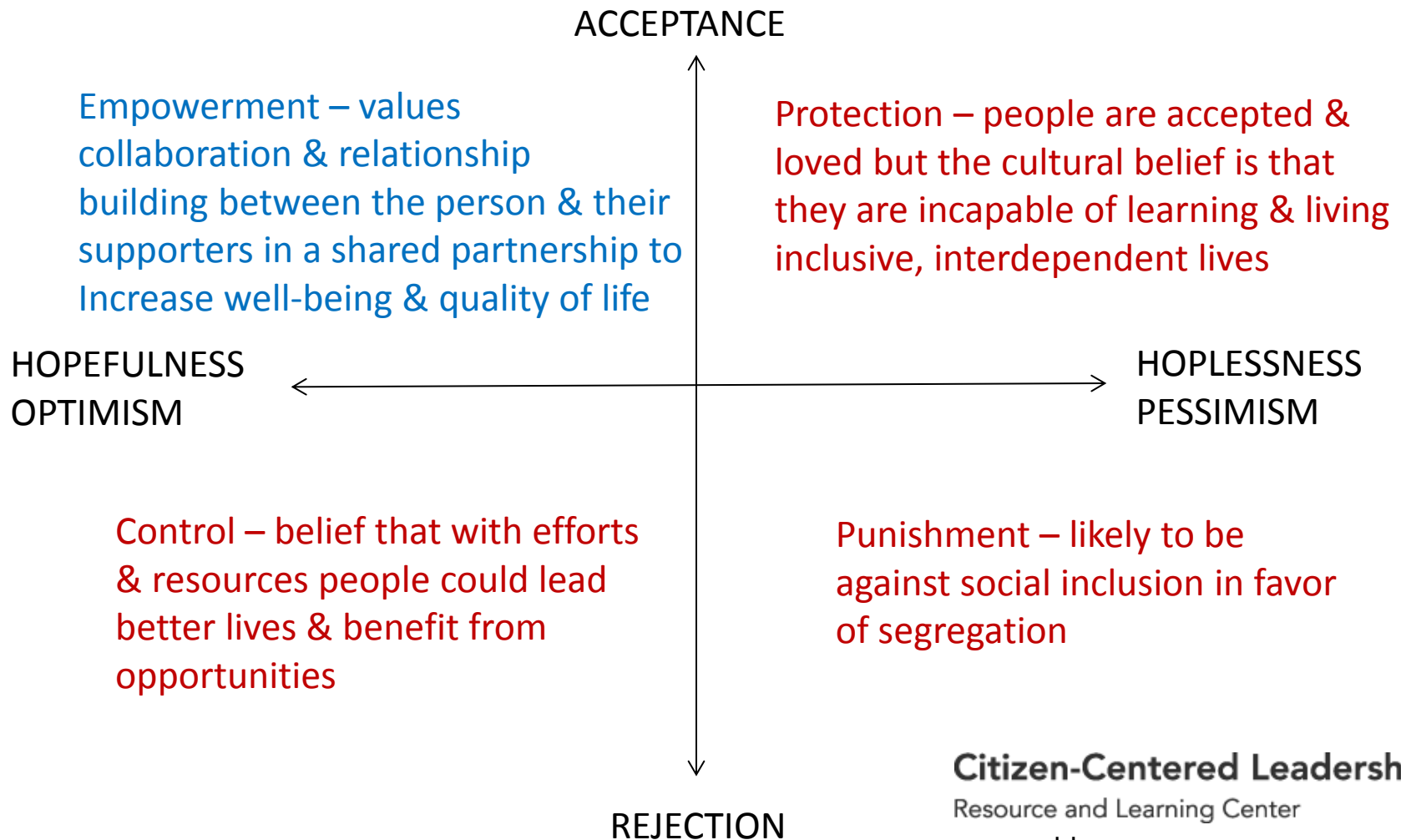
Mike Mayer – mikemayer@craconferences.com

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5 Valued Experiences	5 Community Tasks	5 Accomplishments
Belonging	Promoting interdependence	Assisting people in making & sustaining connections, memberships & friendships
Being respected	Living inclusive stories	Enhancement of the person's positive reputation
Sharing ordinary places	Practicing hospitality	Increasing people's active involvement in the life of our communities
Contributing	Seeing and supporting capacities	Assisting people to develop and invest their gifts & capacities
Choosing	Resolving conflicts	Increase choice and control in people's lives

Understanding the Impact of Culture on Expectations & Outcomes



Small Group Discussion

- What employment services/programs are likely represented in this culture?
- What are possible operating assumptions about pwd & employment underneath the service design or program model?
- What “star quality” best describes this approach to employment service?

In the Context of Citizen Centered Employment Practice & Outcomes

Perspective

Working

Not Working

(upside)

(downside)

Organization/system

Employment specialist

Family/caregiver

Job seeker

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The Integrity Gap

The space between what we profess and what we do. This is the space of freedom. In this space, we decide what issues are large enough to attend to or small enough to ignore.

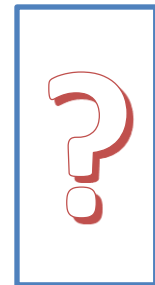
Desire

World as it Is

Action

To be person-centered

Limited time, money, staff
Regulations, compliance
Large case loads
Billable services



PASSPORT

