



Edition #88 • November 2021

Let's look at how role expectations are changing....

Historical expectations of DSP role:

- Caretaker, Custodial and Companion Care
- Meets basic health and safety needs only
- Follows a one-size fits all plan
- Must have supervision to make decisions
- Supports people to be IN their community
- Focuses on limitations
- Unaware of negative/disempowering language
- Does everything FOR the person
- System-Centered Identification
- Advocates FOR
- Entry-Level Job Position
- A glorified babysitter job
- No emphasis on creating choices in daily life
- Preferences of participant not a priority

Evolved expectations of DSP role:

- Ambassador, Mentor & Teacher
- Encourages Holistic Wellness
- Sets personal goals with the person
- Confident to make decisions on the fly
- Supports people to become OF their community
- Focuses on capabilities
- Aware of positive/strength-based language
- Does things WITH the person
- Person-Centered Identification
- Advocates WITH
- Tiered, Multi-Discipline Professional Career
- Complex skills required
- Creates choices with each interaction
- Prioritizes preferences/supported decisions

Not aware of critical thinking needed in role

decisions
Critically thinks during each interaction



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Recruitment - an International struggle

helen sanderson associates - Canada
2021

So many organizations are currently struggling with finding enough employees to provide adequate supports. So why is that? The pandemic? Partially. Let's think beyond that and identify a few core reasons why recruiting and retention are increasing difficult; from our perspective.

1. Generational differences - the majority of new recruits are from the Millennial or Gen Z generations. These generations are more focused OUR TEAM on meaning in their career than financial stability. Baby boomers are retiring.
2. The pandemic has taught us that we can work in less traditional ways and still be successful. It has also taught us that life can change in a blink of an eye, making meaning in our work more important.
3. Low compensation, task oriented cultures, higher expectations and lack of full-time secure positions.

So what can we do?

- change our approach - just because we have always done it a certain way doesn't mean we have to keep doing it that way

- values based recruitment - get clear about your organizational values and create a recruitment strategy that attracts people that align with those values. Those people are more likely to stay with the organization long term because it feels right.
- rethink our reliance on paid supports - think strengths of people, assistive technology, family and friend networks, community options before eligibility specific supports. This gives us an opportunity to ensure people have full lives and use our current employee resources most effectively.

Upcoming!
World Café!
Ranking Our Hopes and Fears
November 17th, 2021

World Café Session One

9:00 AM Central Time

10:00 AM Eastern Time

8:00 AM Mountain Time

7:00 AM Pacific Time

World Café Session Two

1:00 PM Central Time

2:00 PM Eastern Time

12:00 PM Mountain Time

11:00 AM Pacific Time

Registration information soon!



Listen to Me!

This workbook belongs to:

Allen, Shea & Associates

[Listen to Me!](#) was developed at a time when Essential Lifestyle Planning (ELP) was one of the gold standards of person-centered planning. While it still sets a high standard, since that time, many other methods of planning with individuals for the lives they want to lead have been developed. This workbook helps people gather information before a planning meeting.

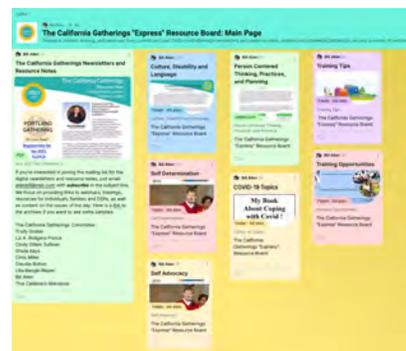
Please make sure that you understand the principles and values of person-centered planning before you use this workbook. It would also be helpful if you read about the different tools you will see used here

(<https://allenshea.com/wpcontent/uploads/2021/11/Community-and-Relationship-Building-Skill-Use.pdf>).

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