A Facilitator’s Guide to Discovering Personal Genius

Considerations for the First Home or Family Visit

Griffin-Hammis Associates

www.griffinhammis.com
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• Typically DPG begins in the Employment Seeker’s home

• Engage Family with an introductory phone call and a letter explaining with basic talking points that:

  Discovery is about employment

  Please invite others (siblings, relatives, neighbors, if desired by the individual)

  Interested in hearing family recommendations, connections, concerns about safety, earnings impacts, schedules/routines
You are a Guest in someone’s home

Typically No more than 2 team members attend

The mood is casual and conversational

Keep note taking to an absolute minimum & record information afterwards

Practice Smooth Listening

Plan on 1 to 2 hours for the initial visit with a scheduled follow-up to observe activities & explore neighborhood

Evenings and weekends are typically best
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• Framing the Conversation:

• Just who this person is right now;

• Typical skills and talents they exhibit (Find out when/where to observe);

• Extraordinary skills and talents they exhibit (find out when/where to observe);

• Motivational Interests, People, and Activities;

• Where the individual spends time & money (bedroom visit?)

• Family employment & community connections (where people work, specialized skills & interests they have, friends & family who may be helpful)

• Daily routines & chores that detail skills, talents, interests
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- Framing the Conversation:
  - Supports needed to perform routines & chores (and who assists);
  - Methods the family (and others) use to teach new skills;
  - Friends & Neighbor engagement that may provide information;
  - Money earned for home or neighborhood chores, any past employment;
  - Determine if there’s a typical day and what it includes;
  - Determine what occupies the individual’s time, their favorite activities, past times, people, places…
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- **Synthesizing the Conversation:**
- Everything is not learned on the first visit;
- Setting expectations and gathering clues for DPG activities is the goal;
- Remember this is not an interrogation;
- Double-check that you have information that reveals:
  - Best means of communication & teaching, environments to avoid or be cautious about, skills that exist or can be improved, interests to explore, potential use of PASS or other work incentives, likes & dislikes, necessary supports, safety & medical concerns, experiences desired by the family & individual;
- Enter a brief summary of the visit capturing the resources & information gathered in the DPG Record form

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Next Steps:

- Schedule activities that reveal skills & talents;
- Schedule further interviews with people mentioned during home or family visit;
- Explore surrounding neighborhood (of individual and/or family);
- Describe what happened during activities; what further activities are needed to discern the three Vocational Themes;
- Frame actions to determine: Who is this person today; what are their ideal conditions of employment; what are the important support considerations; what environments fit best; who else can help?