

# A FACILITATOR'S GUIDE TO DISCOVERING PERSONAL GENIUS

*Considerations for the First Home or Family Visit*

Griffin-Hammis Associates

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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*



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- 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's 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?*



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