Person Centered Thinking

- A set of skills that reflect and reinforce values that:
- Recognize that people DON’T plateau in learning
- Help us support rather than fix
- Work for humans
- Work at every level in the organization
- Build the culture of learning, partnership, and accountability
- Affirm our belief that everyone can learn

A Core Concept and a Core Skill

Balancing Important TO and Important FOR

<table>
<thead>
<tr>
<th>Important TO</th>
<th>Important FOR</th>
</tr>
</thead>
<tbody>
<tr>
<td>What is important to a person includes those things in life which help us to be satisfied, content, comforted and happy. It includes:</td>
<td>Issues of health:</td>
</tr>
<tr>
<td>• People to be with /relationships</td>
<td>• Prevention of illness</td>
</tr>
<tr>
<td>• Things to do</td>
<td>• Treatment of illness/medical conditions</td>
</tr>
<tr>
<td>• Places to go</td>
<td>• Promotion of wellness (e.g.: diet, exercise)</td>
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<tr>
<td>• Rituals or routines</td>
<td>Issues of safety:</td>
</tr>
<tr>
<td>• Rhythm or pace of life</td>
<td>• Environment</td>
</tr>
<tr>
<td>• Status and control</td>
<td>• Well being—physical and emotional</td>
</tr>
<tr>
<td>• Things to have</td>
<td>• Free from Fear</td>
</tr>
<tr>
<td>Includes what matters the most to the person – their own definition of quality of life.</td>
<td>What others see as necessary to help the person</td>
</tr>
<tr>
<td>What is important to a person includes only what the person “says”</td>
<td>• Be valued</td>
</tr>
<tr>
<td>• With their words</td>
<td>• Be a contributing member of their community</td>
</tr>
<tr>
<td>• With their actions</td>
<td>When words and actions are in conflict, listen to action. Ask why?</td>
</tr>
</tbody>
</table>

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

Finding the Balance

- We all make tradeoffs between the many things that are important to us.
  - Some people may love living in a particular place
  - And are willing to make the tradeoff when living there means a longer commute to the work that they love.
- We also make tradeoffs between what is important to us and what is important for us. The tradeoffs can be temporary OR long-term solutions.
  - For some fun is important to them. Having a clean house may be part or being valued by those same friends. House cleaning occasionally comes before having fun with friends
  - For another person, expressing personal opinions and saying what is on his mind is important to him, but not cussing in front of his neighbors may be important for him.
Moving from Service Life to Community Life

Service Life

A Good Paid Life

Community Life

- ‘Important for’ addressed
- No organized effort to address ‘important to’

- ‘To’ and ‘for’ present
- Closest people are paid or family
- Few real connections

- ‘To’ and ‘for’ present
- Active circle of support
- Included in community life

Review the Person Centered Assessment completed with John Doe
Determine information to be included in his IEP:

PLAAFP

Accommodations

Related Services

Courses to consider

Possible Goals