



Person Centered Thinking

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The Learning Community for Person Centered Practices

envisions a world where all people have positive control over the lives they have chosen for themselves. Our efforts focus on people who have lost or may lose positive control because of society's response to the presence of a disability. We foster a global learning community that shares knowledge for that purpose.



The Learning Community
for person centered practices



What Have We Learned



PCT Beyond Requirements



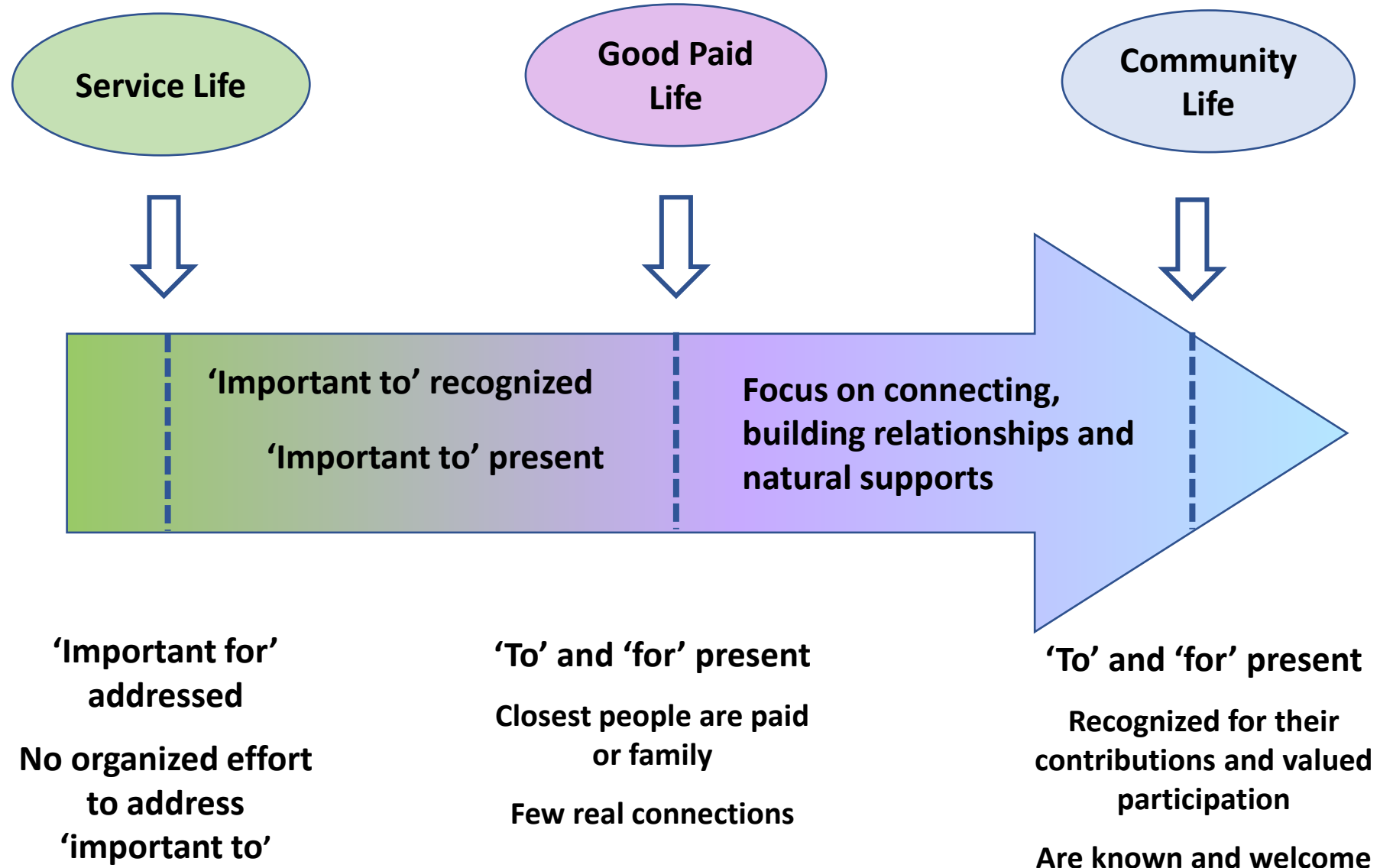
- ✓ It's the right thing to do
- ✓ It is the foundation for meeting the Centers for Medicare and Medicaid Services (CMS) requirements for residential settings and service planning
- ✓ Person-centered service plans must be developed through a person-centered planning process



It is about
BETTER LIVES,

**NOT just better
paper...**

Moving from Service Life to Community Life



Person Centered Thinking skills?



A set of value based skills that reinforce continuous learning and practices that:

- Help us support rather than fix
- Build a culture of learning, partnership, and accountability
- Works for humans
- Works at every level in the organization
- Affirms our belief that everyone can learn

Introducing the Core Concept



IMPORTANT TO
AND
IMPORTANT FOR
AND
THE BALANCE BETWEEN
THEM

Important TO



*What is **important to** a person includes those things in life which help us to be satisfied, content, comforted, fulfilled, and happy. It includes:*

People to be with/Relationships

Things to Do and Places to Go

Status and Control

Rhythm or Pace of Life

Rituals and Routines

Things to Have

Important TO



- Includes what matters the most to the person – their own definition of quality of life.
- What is important to a person includes only what people “say”:
 - with their **words**
 - with their **behavior**

*When words and behavior are in conflict,
pay attention to the behavior and ask “why?”*

Important FOR



Issues of health

- Prevention of illness
- Treatment of illness/medical conditions
- Promotion of wellness (diet, exercise, etc.)

Issues of safety

- Environment
- Well being (physical and emotional)
- Free from fear

What others see as necessary to help the person

- Be valued
- Be a contributing member of their community

Important To and For are Connected



Important To and **important For** influence each other

No one does anything that is “important for” them (willingly)

Balance is **dynamic** (changing) and always involves tradeoffs:

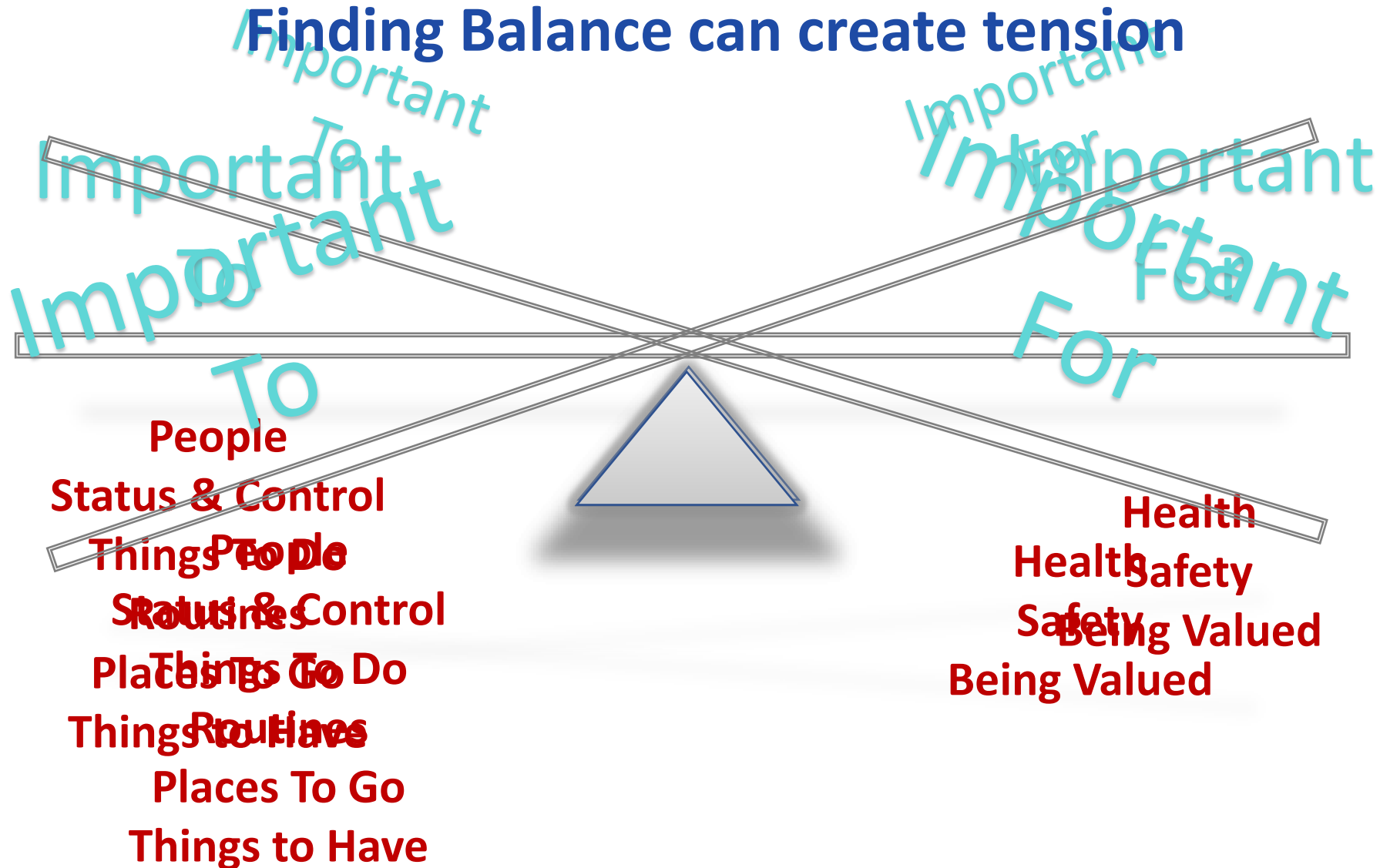
- Among the things that are “important TO”
- Between important TO and FOR



All Choices Dictate Lifestyle



Finding Balance can create tension



A Person Centered Description



Starts with a purpose – why is it being developed

Creates a positive picture of who the person is and how to best support (including any challenges)

Establishes a shared understanding of good support between person, family and providers

Informs actions planning

Helps people to recruit and select providers/staff who are well matched

Is always several pages long

A One Page Description

Descriptions are used for a specific purpose to introduce someone (i.e. new job, at the front of personal records, etc.)

The form is enclosed in a dashed blue border and contains the following sections:

- What People Like and Admire about** (Yellow box)
- Insert Photo Here** (White box)
- What is Important to** (Light blue oval)
- How to best support** (Green box)
- For a good match: characteristics needed to be present or absent** (Pink box)



They are an at-a-glance, positive source of information about at least 3 things:

What people like and admire

What is most important TO

How to best support the person



IT'S ALL ABOUT ME
ELIZABETH KANE

What we love about Elizabeth!
(see pages 4-5 for more info)

- She's a determined self-advocate – ask her about her rally speeches
- A gutsy gal
- Talk about organized!
- A true blue friend
- She lights up a room!
- She's a Fashionista

A Few Things That Are Important TO Me...

(Please see pages 6-10 for more information)

- My independence
- A thriving social life
- Being organized and prepared
- School – Graduation in May 2011!
- Taking good care of myself
- Routines
- Planning for the future – including a job, an apartment, and a boyfriend
- Everything Michael Jackson
- Diet Coke
- Singing at church
- Fun with friends & family
- Writing in my journals
- Avoiding conflict
- Fashion
- Close relationships with Family & Friends

...And A Few Things That Are Important FOR Me:

(Please see pages 11-13 for more information)

- CPap machine, plenty of sleep (may include naps)
- Seizure medications
- Healthy diet and exercise
- Writing in my journals
- Conflict free environments & relationships
- Avoiding a "fireball"

Here's How You Can Support Me:

(Please see pages 12-14 for more information)

- Help me with time, money, cooking, shopping & some cleaning
- Help me find a job and job training
- Assist me to fix my hair & pick out cute outfits
- Help me make healthy food choices and to exercise
- Understand if I'm upset, I'm probably tired.
- Talk to me nicely & quietly. No bad words.
- When people around me are angry or there is conflict, help me get away
- Help me understand what's going on, what to expect

Organizing Information



No Plan is Ever Complete

Remember

*What's **Important To** changes over time*

*We **add depth** as we learn from taking action
and from using Discovery Skills.*

*We **reflect** on our learning with Everyday
Learning Skills*

CULTURE IN PCT: SUPPORTING ALL PEOPLE

- Embraces diversity and supports inclusion
- Considers the whole person
- Not one size fits all
- It's about supporting the person
- There is no one right way
- We are all made up of our unique strengths, gifts, skills, culture, and identity.

A CULTURE OF ONE

- In Person Centered Practice we avoid making assumptions about people's preferences related to their culture.
- Every person has their own beliefs, values, and preferences.
- Each person has a culture of one.

**“It is not our
differences that
divide us.
It is our inability to
recognize, accept, and
celebrate those
differences.”**

~Audre Lorde



Words, Words, Words



Helping People Get Better Lives Requires



A good balance
between Important
To and Important For

Experience and the
ability to make
choices

Supportive
relationships

Clarity of roles and
expectations

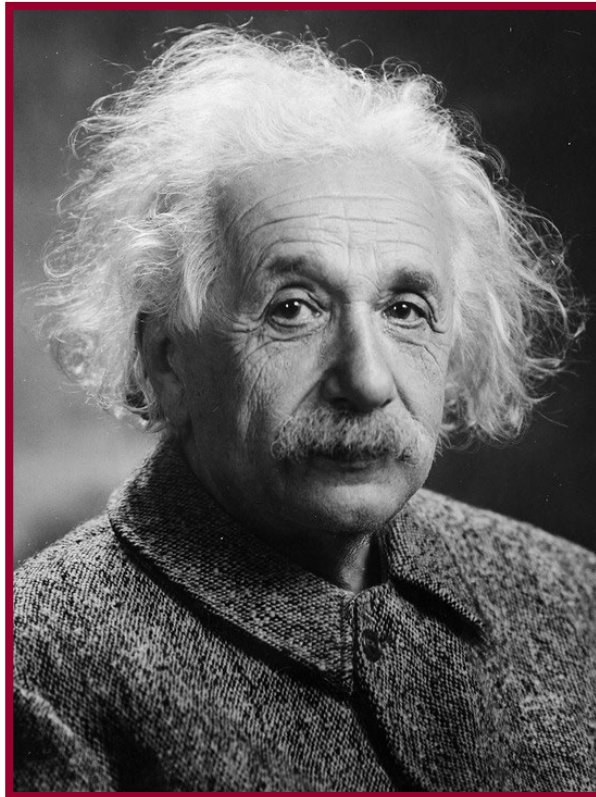
Capturing the
learning

Realize it's not about
the form

Respecting the values
and culture of those
we support



Ask Yourself “What do we know?” Before asking “What do we do?”



*If I had an hour to
save the world, I'd
spend 55 minutes
defining the problem.*

-Albert Einstein

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Thank
You