

Discovering Personal Genius

The Foundation for Customizing
Employment

Griffin-Hamnis Associates, LLC / VCU

The Challenge

- Creating lasting, satisfying, person-directed, employment beyond the confines of traditional job development



Griffin-Hamnis Associates, LLC / Start-Up-USA

Activity

1. Align with someone in the room who you don't know
2. Find out 3 things about them that aren't obvious
3. Do this without asking any questions



Griffin-Hamnis Associates, LLC / Start-Up-USA

Activity



4. Hint: Have a Conversation
5. Report Back

Griffin-Hamnis Associates, LLC / Start-Up-USA

Activity Debrief

- It's hard to find out about someone without asking questions
- Think Conversation, not Interrogation

Griffin-Hamnis Associates, LLC / Start-Up-USA

Activity Debrief

- It's best to let the environment guide our Discovery
- If we "live into the answers" the chances of getting an acquiescent response is lessened

Griffin-Hamnis Associates, LLC / Start-Up-USA

Hanging Out With Intent (HOWI)

- Assistance NOT assessment
- Inventory real environments
- Do Not rely on data from segregated environments



Griffin-Hammis Associates, LLC / Start-Up-USA

Hanging Out With Intent (HOWI)



- One place leads to another; One person leads to another –
 - Family
 - Friends
 - Acquaintances
 - Professionals
 - Strangers

Griffin-Hammis Associates, LLC / Start-Up-USA

Hanging Out With Intent (HOWI)

- Discovery is a structured process
- We are not here to ask “What job or business would be best?”
- The more folks involved, the more diversity of activities & locations

Griffin-Hammis Associates, LLC / Start-Up-USA

Hanging Out With Intent (HOWI)

- The more activities & locations, the more diversity of thought
- The best way to get a great idea is to get lots of ideas

Griffin-Hammis Associates, LLC / Start-Up-USA

Exercise

- List 2 things most people don't know about you
- Where & when are you at your best?
- Where & when do you have the highest support needs?

Griffin-Hammis Associates, LLC / Start-Up-USA

Exercise

- Other than your immediate family, who knows you best?
- What gets you out of bed in the morning, besides work?

Griffin-Hammis Associates, LLC / Start-Up-USA

Assessment

- Vocational evaluation is not functional
- Data taken in segregated settings is false
- Checklists do not offer a diversity of choice

Griffin-Hammi Associates, LLC / Start-Up-USA

Assessment

- Unpaid work experiences are often stereotypical
- Are you at your best when being tested, or rather when you are exploring familiar and/or new places, people & things?

Griffin-Hammi Associates, LLC / Start-Up-USA

Assessment



Griffin-Hammi Associates, LLC / Start-Up-USA

Paying for Assessment

- VR, WIA, Schools (IEP), DD and MH day program can all pay for career development
- A PASS can purchase career exploration
- Personal budgets should contain hours and \$ for discovering vocational themes

Griffin-Hammi Associates, LLC / Start-Up-USA

What We're Looking for

- The ideal conditions of employment
- Strengths, interests, supports, contributions
- Relationships that matter & that help us get lots of ideas

Griffin-Hammi Associates, LLC / Start-Up-USA

How We Look for It

- Consider a listening circle
- Know the critical concerns (Agenda items)
- One person speaks at a time & we WAIT even if there's a pause in the conversation



Griffin-Hammi Associates, LLC / Start-Up-USA

How We Look for It



- Negative comments are discouraged
- Focus on facts, not speculation

Griffin-Hamnis Associates, LLC / Start-Up-USA

How We Look for It

- “Overlong” talking by one person is discouraged
- Circle goes around until everyone has had an opportunity to talk
- Circle ALWAYS leaves with assignments

Griffin-Hamnis Associates, LLC / Start-Up-USA

Relationship Mapping

- Identify people known to the job seeker
- Identify people known to the team who know the community



Griffin-Hamnis Associates, LLC / Start-Up-USA

Relationship Mapping



- Create a community inventory of both formal & informal associational life
- Start visiting places & people of relevance

Griffin-Hamnis Associates, LLC / Start-Up-USA

Developing a Plan

Discovery should lead to a solid Profile that captures the essence of the individual:

- What works & what doesn't
 - How will you know if things don't work until you've tried them?
- Best settings; support needs; talents

Griffin-Hamnis Associates, LLC / Start-Up-USA

Developing a Plan

- What home is like; demonstrations of chores & hobby tasks, revealed Interests, the impact of disability
- What other things we need to observe or investigate both formally & informally

Griffin-Hamnis Associates, LLC / Start-Up-USA

Going Where the Dream Makes Sense

As a course of action evolves (using the team process), visiting others who have the same interests is often a valuable step in collecting possible career information

Griffin-Hammis Associates, LLC / Start-Up-USA

Back to the Plan

- Once the information is collected, NOT before, we begin to ask about possible business or wage job ideas.
- Create a Job Development Plan

Griffin-Hammis Associates, LLC / Start-Up-USA

Back to the Plan

- Design a Personal Portfolio or Resume
- Create a Job Seeker's Relationship Map
- Develop a list of potential employers or products & services for a small business

Griffin-Hammis Associates, LLC / Start-Up-USA

Back to the Plan

- The rule of three
- Each team member develops at least 3 good ideas
- Throw out the 1st; it followed the path of least resistance

Griffin-Hammis Associates, LLC / Start-Up-USA

Back to the Plan

- Avoid the 5 jobs meant for people with disabilities
- Develop a prospecting list & schedule

Griffin-Hammis Associates, LLC / Start-Up-USA

Back to the Plan



Griffin-Hammis Associates, LLC / Start-Up-USA

Back to the Plan

Best Practice Still Entails:

- Quality job or business development with the person
- Job analysis & discrete task analysis
- Training plan for their new employee
- Natural support analysis
- Consultative approach

Griffin-Hammis Associates, LLC / Start-Up-USA

Clint's Creations

- Love of Flowers
- Gardening
- Family Support
- Outreach to Florists & Suppliers
- Personal Budget from CP Center

Griffin-Hammis Associates, LLC / Start-Up-USA

Chef Kevin

- Loves cooking
- Max 6-week tenure in any job
- No family support
- Bosses are not OK
- Loves to Work

Griffin-Hammis Associates, LLC / Start-Up-USA

Tim: Fisheries Specialist

- Works best independently
- Little work history
- Shows frustration vigorously
- Bosses are not OK
- Loves Animals
- Strong work ethic

Griffin-Hammis Associates, LLC / Start-Up-USA

Jake: House Painter

- Works best independently
- No work history
- Shows frustration vigorously
- Unsteady on a ladder
- Loves to paint
- Loves the outdoors

Griffin-Hammis Associates, LLC / Start-Up-USA

Rich: Spanish Language Publisher

- Works best independently
- Immigration work history
- Shows frustration vigorously
- Knows Latino community
- Loves language
- Brilliant thinker

Griffin-Hammis Associates, LLC / Start-Up-USA

Turena's Reflexology

- Works best independently
- Health Concerns regarding a day job
- New Age
- Health Conscious
- Self Starter
- Creative
- People Oriented

Griffin-Hammis Associates, LLC / Start-Up-USA

Mellowny: Artist

- Works best around other artists
- Desired day job that fed her passion
- Avoidance of starving artist
- Creative & diverse thought
- Love of learning
- Likes being in business
- Spiritual

Griffin-Hammis Associates, LLC / Start-Up-USA