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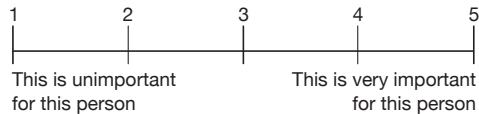
Matching Staff

For: _____ Date: _____

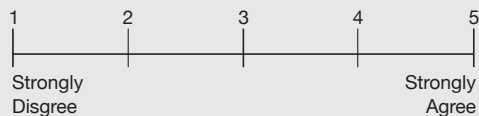
Direct Support Workers	How long with person?

Mutual Choice

True for all support staff	True for some support staff	False	The person has consistent support staff, specifically chosen to match the person.
True for all support staff	True for some support staff	False	The person specifically chose support staff.
True for all support staff	True for some support staff	False	Those who know and care about the person explicitly agreed in the choice of support staff.
True for all support staff	True for some support staff	False	The person or those who know the person best had the option to say "no" in the choice of support staff.
True for all support staff	True for some support staff	False	Support staff have specifically chosen to support this particular person and had the option to say "no".



Thinking about the importance of mutual choice to the success of this person's support, I believe...

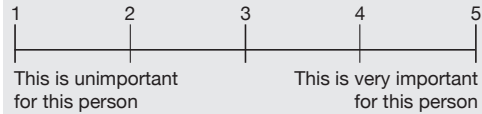


In this person's situation, there is very little room for improvement in mutual choice. I can think of no ways this could be improved.

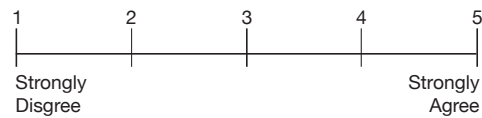
Thanks to Al Vecchione of the Francis Foundation in Middlesex, Vermont, Bill Ashe, Dennis Gray, and Mary Jane Blouin of Upper Valley Services, and Pat Frawley of Vermont's Crisis Intervention Network in Moretown, Vermont.

Recruitment & Selection

True for all support staff	True for some support staff	False	The person was actively involved in recruiting and selecting support staff.
True for all support staff	True for some support staff	False	Those who know the person best were actively involved in recruiting and selecting support staff.
True for all support staff	True for some support staff	False	Those selected for key support roles were already known to the person from previous relationships (e.g. as part-time workers, or from the past) before they were hired.
True for all support staff	True for some support staff	False	Support workers were personally known to those who know the person best before they were hired.
True for all support staff	True for some support staff	False	An account of the person's life story appropriate to recruitment has been developed with the person and was used in the recruitment process.
True for all support staff	True for some support staff	False	A clear and detailed statement of things that help the person and things that do not help has been developed with the person and was used in the recruitment process.
True for all support staff	True for some support staff	False	A clear and detailed statement of matching criteria has been developed with the person and was used in the recruitment process (including e.g. family relationships, friends, native language, culture, religion, style, habits, energy level, age, preferred activities, preferred foods). It is clear what the support worker accepts when choosing the person.
True for all support staff	True for some support staff	False	New staff, or staff moving into new roles, had ample time to shadow experienced staff before a final mutual decision is made (up to two weeks when trust is a particularly important issue for the person).
True for all support staff	True for some support staff	False	New staff, or staff moving into new roles, had extensive and well organized opportunities to learn what they need to know to offer good support.



Thinking about recruitment and selection of support staff, I believe...

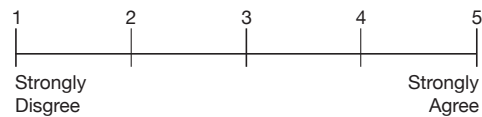


In this person's situation, there is very little room for improvement in recruitment and selection. I can think of no ways this could be improved.

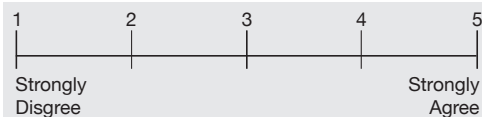
Signs of a good match



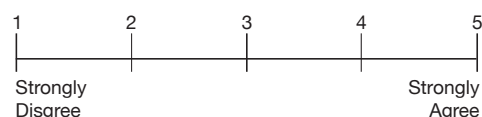
Direct support staff contribute in a respectful and positive way to the persons well being and development. They are personally and actively engaged in supplying the things that have been proven to help the person and protecting the person from things that have been proven to make things worse for the person.



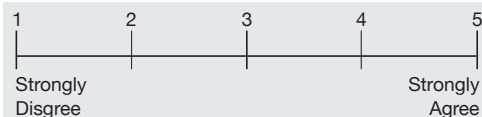
Direct support staff accept and encourage the best in the person's culture, family traditions, and personal identity.



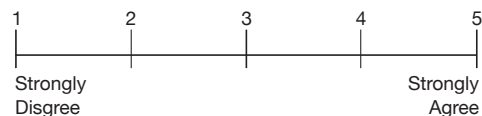
Direct support staff make significant efforts to understand the person's life story, to gain a sense of the way the person experiences difficult times, and to discover hopeful possibilities for developing the person's gifts and capacities.



Direct support actively search for opportunities for the person to make personally satisfying contributions and to build positive relationships.



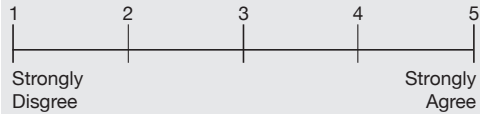
Direct support staff are not overwhelmed by emotional displays. They remain calm and know how to support the person through crises.



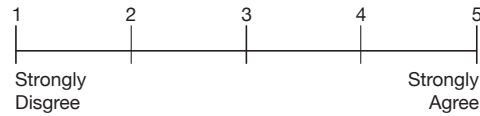
Direct support staff assume competence and the potential for growth. They are committed to the person's growth in self-regulation.



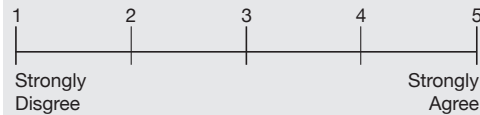
Direct support staff enjoy sharing much of the time they are with the person.



There are good examples of direct support staff changing so that they better accommodate the person (e.g. changing eating habits, acquiring new skills, developing new interests).



There is clear evidence that the person trusts direct support staff.



If changes were necessary in the way this person is matched to direct support workers, I am confident that we could make them.

Steps we can take to improve this person's match with direct support workers