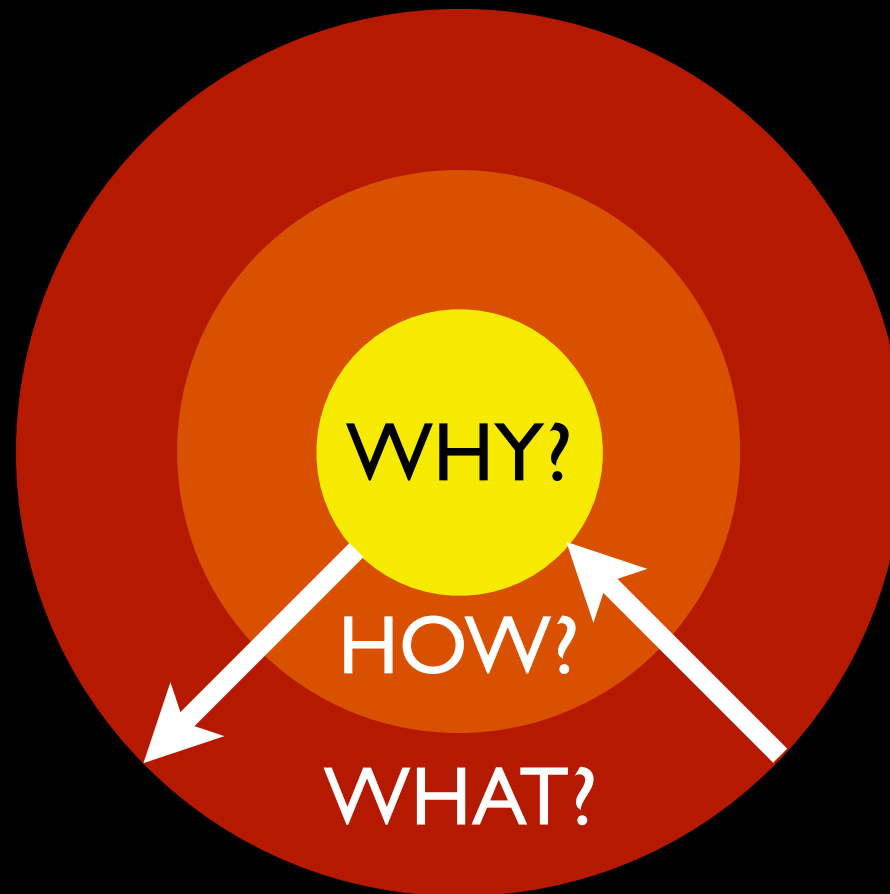


Investing In A Future Worth Creating *Self-Direction in Action*

Patti Scott
David Hasbury
Neighbours International

***“Start with Why:
How Great Leaders Inspire Everyone To Take Action”***
Simon Sinek



Start With Why

Asset:

valuable thing, person, or quality

Invest:

devote (one's time, effort, resources, or energy)
to a particular undertaking
with the expectation of a worthwhile result



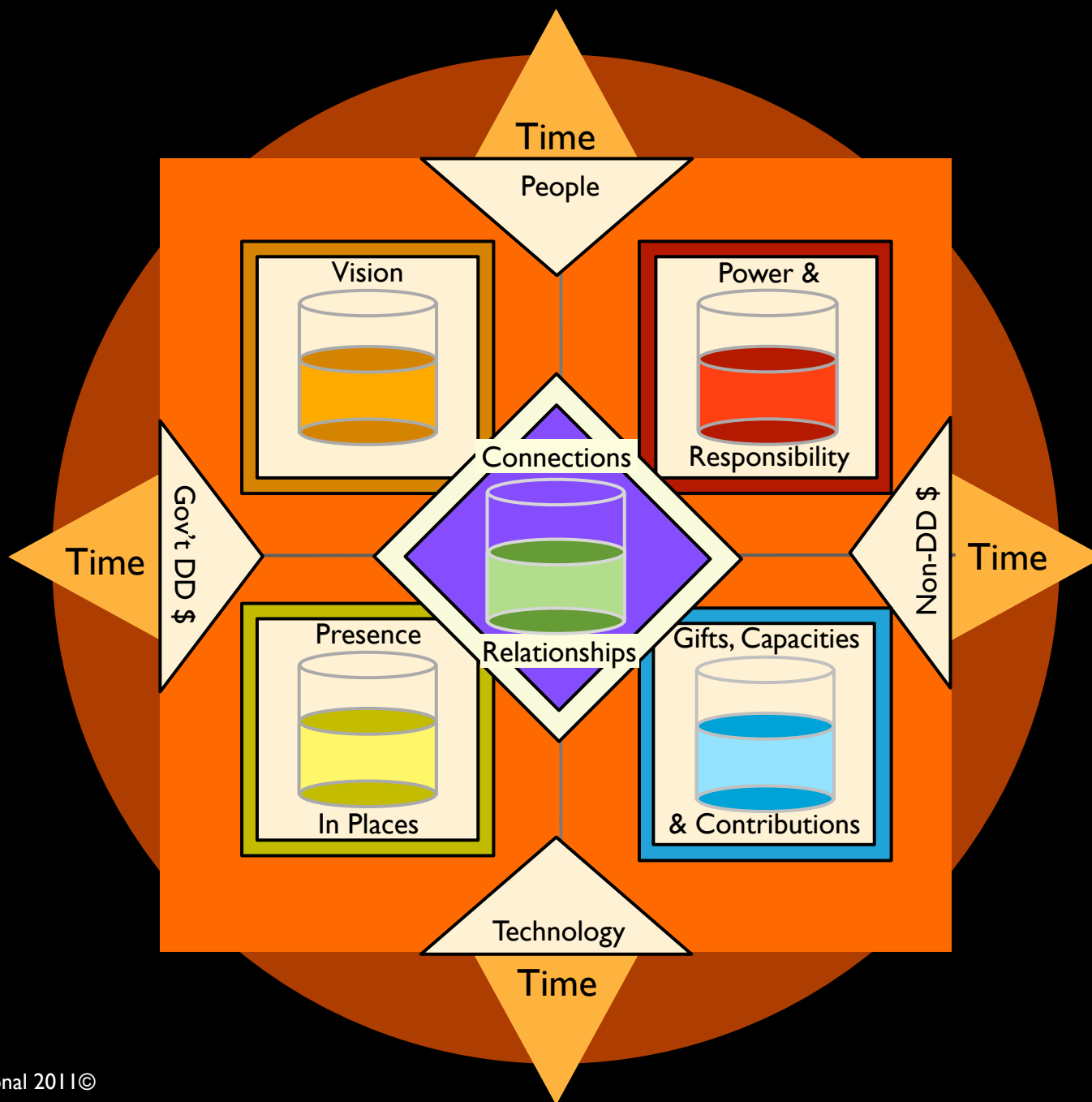
Individuals & Families

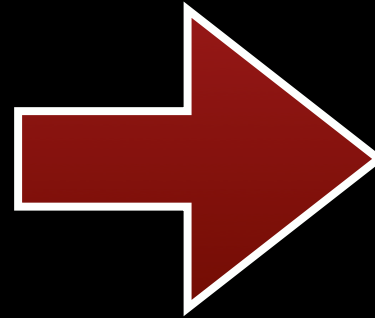
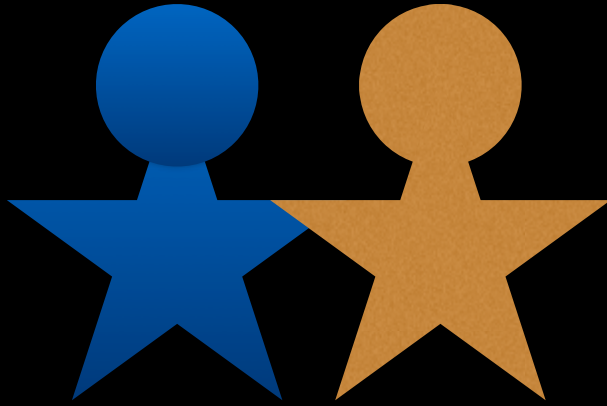


Community Providers



Partners & Allies





**Staff &
Housemates**

Advisors

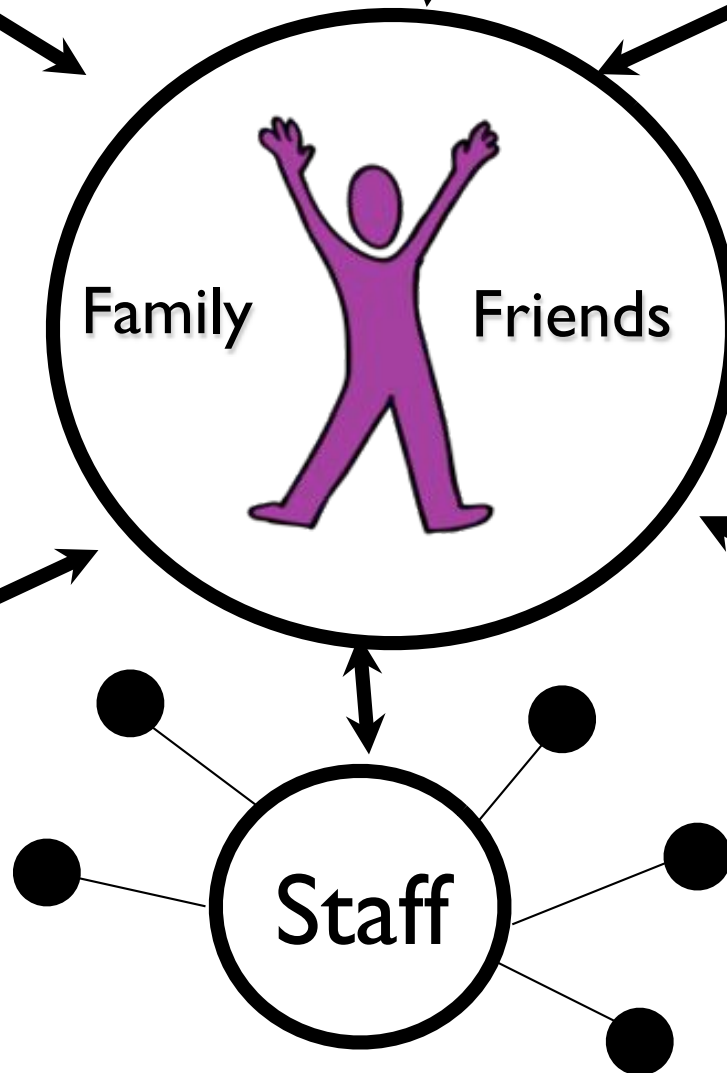
Executive Director

**Chief Executive Officer
And
Board of Directors**

Neighbours, Inc

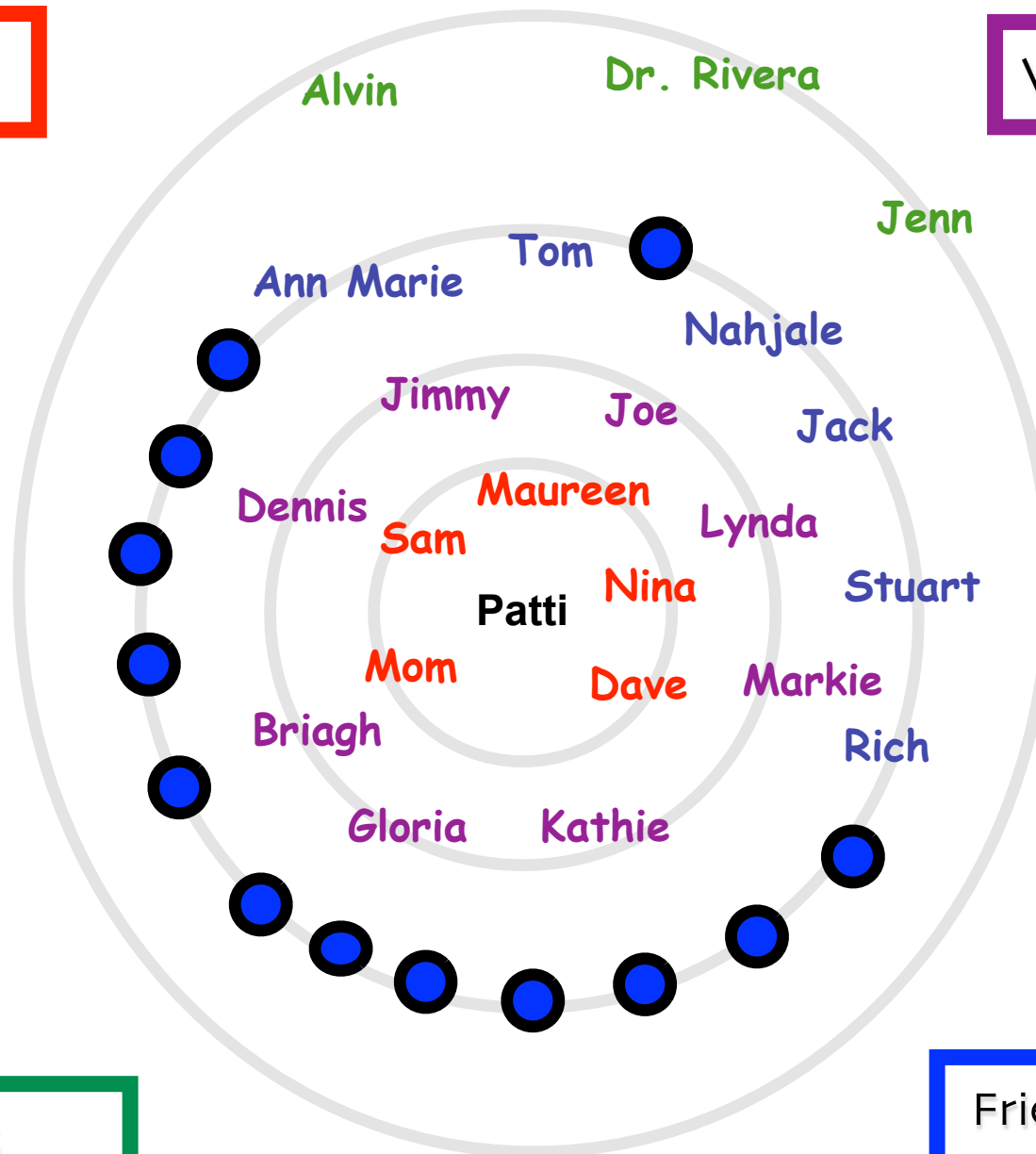
Local Director

Advisor



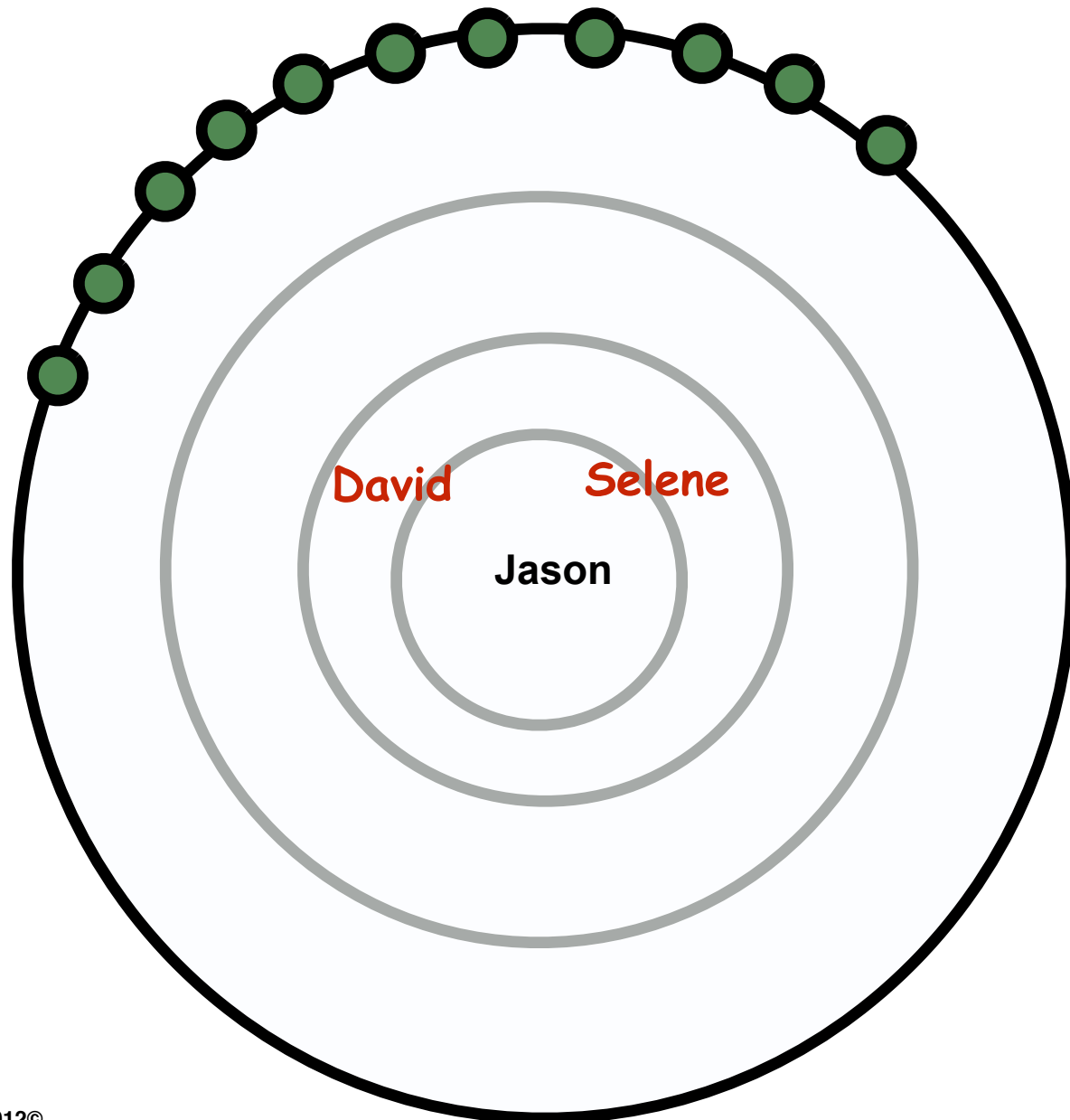
Intimacy

Very best friends

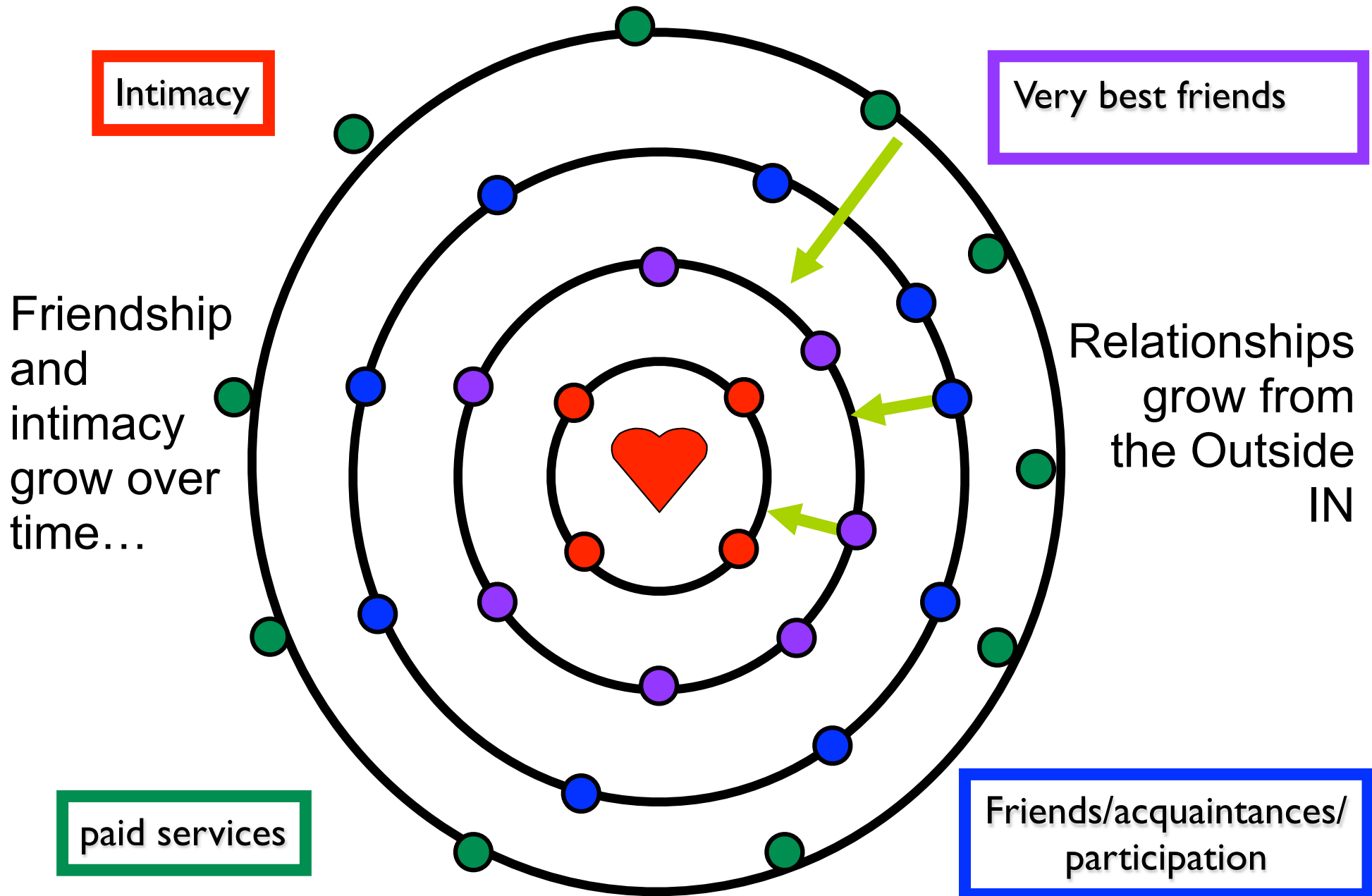


paid services

Friends/acquaintances/
participation



Where Do Our Relationships Come From?



Exploring With the Circle Map

Look at the the person's map...who does he already know?

Which of these people can be invited into his life?

Who might the person be able to be reconnected with?

What interests does the person have?

Are there people
from our circles who share those interests? Can
introductions be made?

Are there ways to create opportunities for participation
based upon interests?

Is there anyone who can be a "champion" for that person?
Someone who really loves them or believes in them?

The First Meeting...How To Facilitate

Conversation topics for Mat's first circle meeting:

Mat's new to the neighborhood and doesn't know anyone his age

What was your experience when you first moved here for school?

Did you meet people quickly? How did it feel?

What things do you do for fun?

How did you get involved in these activities?

Where can you find things that might be of interest in this neighborhood?

Do you know anyone there that you can introduce Mat to?

See who might like to have further conversation.

Schedule a follow up meeting. Consider where to hold the meeting, when to schedule, etc, that might lead to opportunities to mobilize more people.

Exploring With the Circle Map

Look at the person's map.....who does she know?

Of those people, who may know of other resources?

Who might be able to provide support?

Who is attached to organized groups that may have
resources/support?

Circle of Support

Intentionally Creating Opportunities for Relationships to Flourish

Before The First Meeting

Identify at least one person who believes in the person.

The First Meeting.....How To Plan

Invite guests to one meeting.

Make the right invitation....what are you inviting people to?

The First Meeting....Who To Invite

Look at the the person's circle map and various connections.

Who makes sense to invite to this particular meeting?

Facilitating the First Meeting

Serve food.

Set a reasonable time frame for the gathering.

Have the right conversation.

Explore who might be willing to help with what.

Schedule a next meeting.

Everyone has a **GIFT**
and **WE** need
their gift....

The Real **WORK**...
search for the **GIFT**
and discover ways that it can be
SHARED

Local Community Places



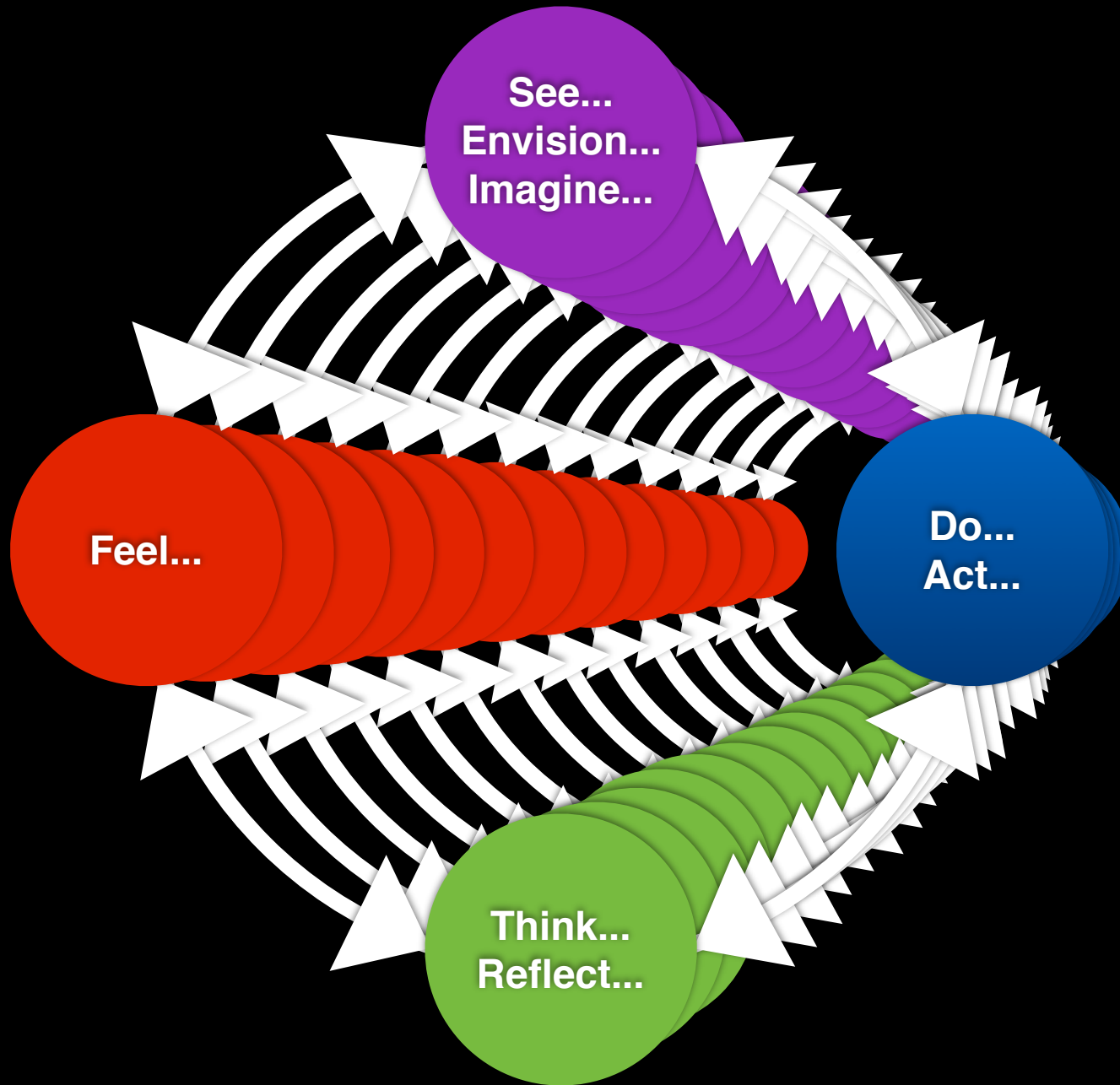
**Which are Interesting to Person?
Where & How Can She Contribute?**

**What is the Best Way to Introduce
The Person?**

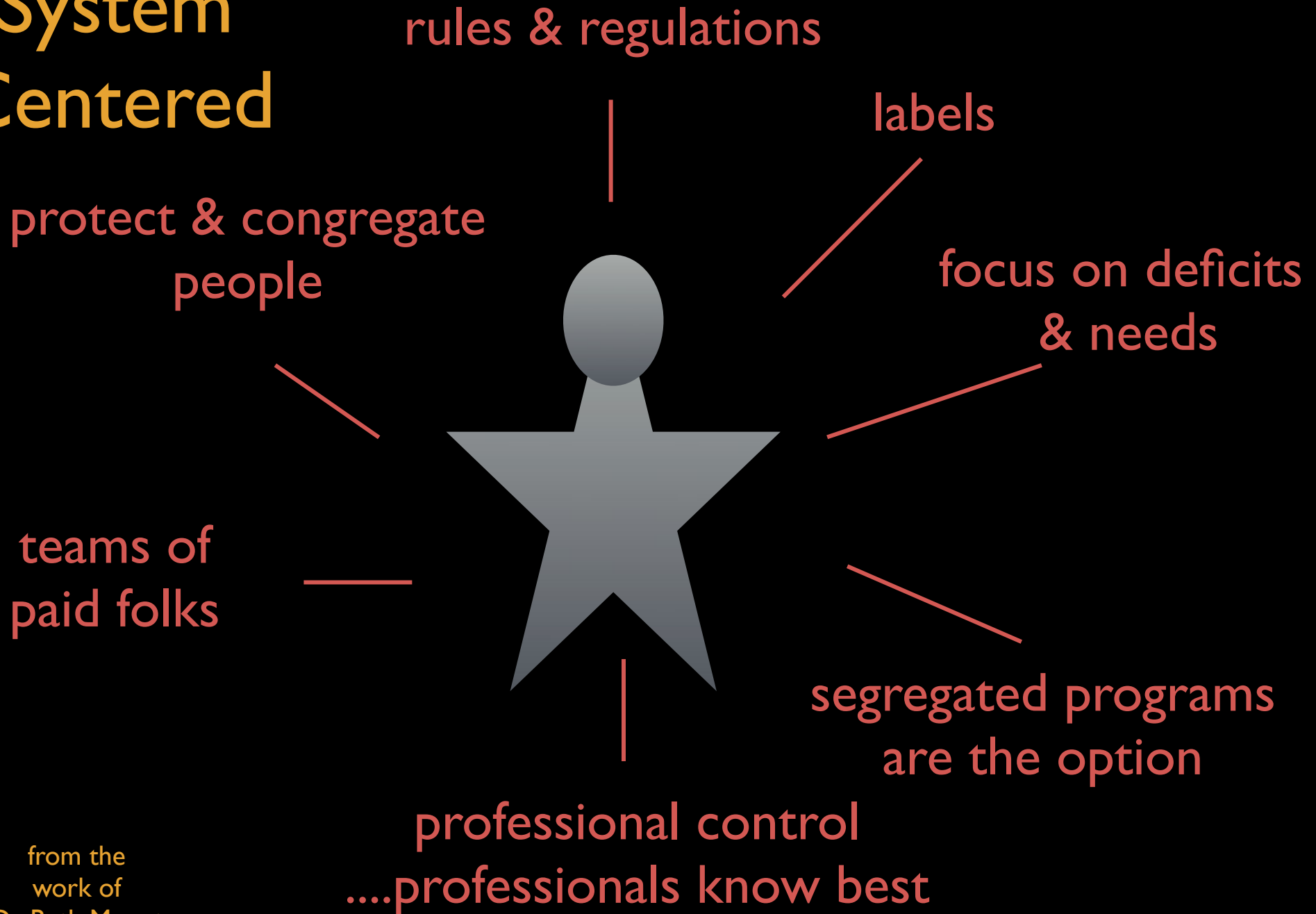
**Who Can Best Introduce
the Person?**

A Learning Cycle



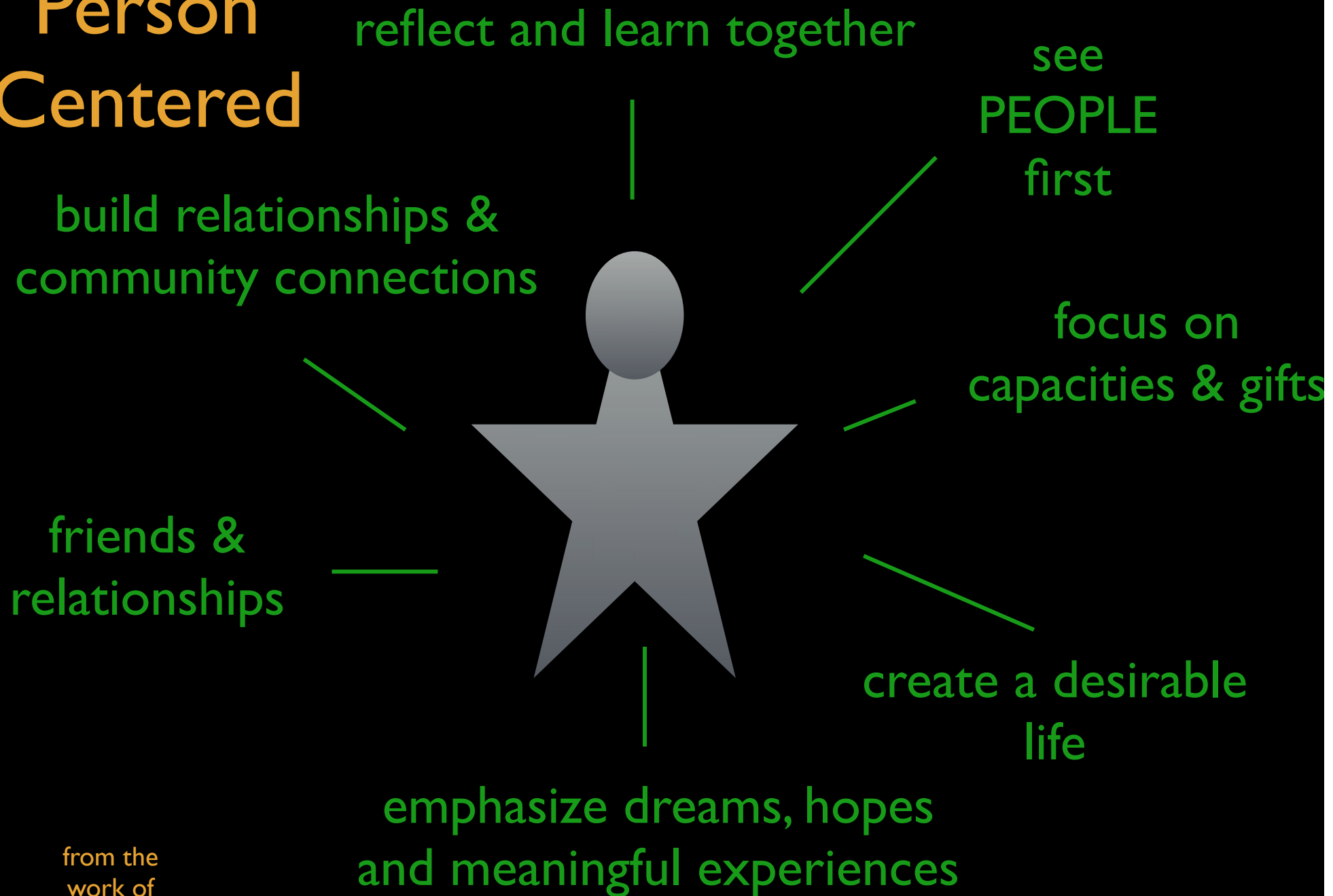


System Centered



from the
work of
Dr. Beth Mount

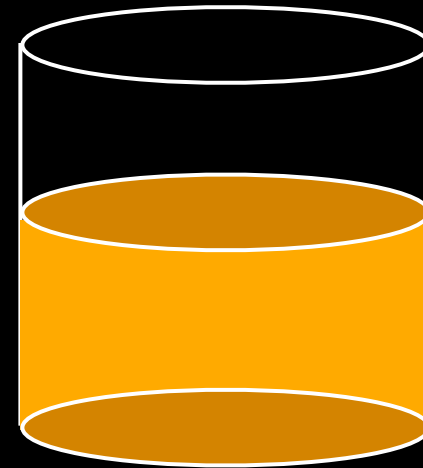
Person Centered



from the
work of
Dr. Beth Mount

Clarity of Vision

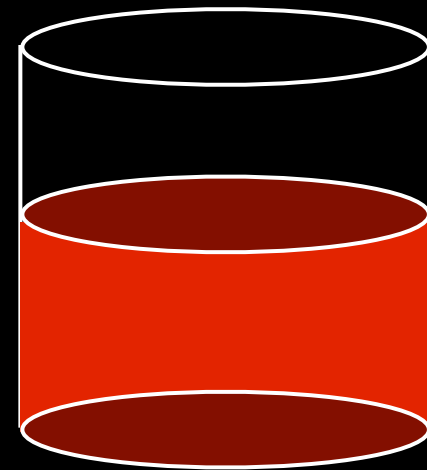
- Is this person **clear about what they would like to see** in their life?
- How do we know?
- Have they had **experiences** that help them to see what they may want?
- Do we know what makes them **happy**? What do they **enjoy**?
- Do we know what makes them **unhappy, angry, or upset**?



Vision

Power & Responsibility

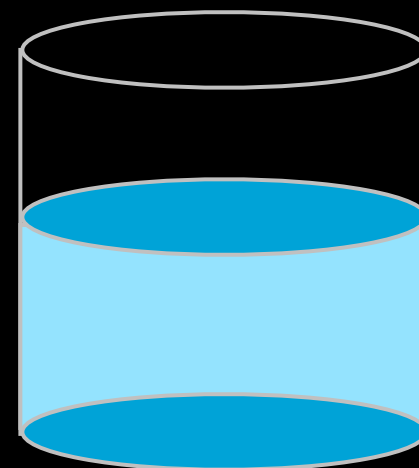
- In what ways does this person **demonstrate** that they have the **power** to make something happen? influence others behavior?
- What aspects of their life are they most powerful?
- Are they **willing** to take responsibility for their choices?
- Are they interested in **learning** how to take responsibility for their choices?
- What **experiences** could help them to learn about Power and Responsibility in their life? What **support** would they need?



Power &
Responsibility

Gifts & Contributions

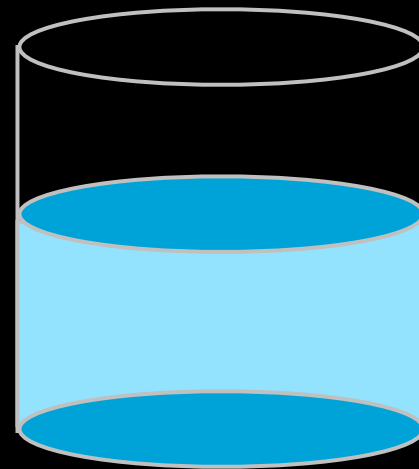
- Can we say the ways that this person is **gifted**?
- In what ways does this person **already make a contribution** to the lives of others?
- In what ways does this person have the **potential to make a contribution** to the lives of others?
- What is this person **passionate** about?
- **What would make it possible** for this person to share their gifts, passion, contributions?



Gifts &
Contributions

Gifts & Contributions

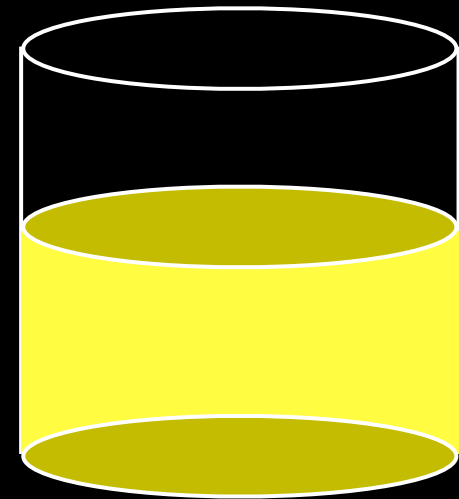
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- **What would make it possible** for this person to share their gifts, passion, contributions?



Gifts &
Contributions

Relationship Network

- Does this person have any **connections** with people? Non-paid? Paid? Current? Past?
- Do they have any relationships where people connect with them because of who they are and what they offer?
- Where do they **show up** in the community (where people are familiar with them)?
- When they show up, what are they known for?
- What do they offer?
- Do they have places in the community where they **share space and activity** with community members? where?, with who? how much time?



Relationships

Where & How Can We Invest

what CAN WE DO about...				
vision	relationships	power & responsibility	gifts & contributions	presence in place

Personal Assistants

What Do I Need Staff To Do?
When?
Where?
How Much?



What qualities are important to me?

What skills or experience should my staff have?

What kind of person are you looking for?
(put a check mark next to whatever might apply for you)

- someone with a nursing background
- someone who can lift and transfer
- someone with a knowledge of wheelchairs
- someone who is punctual and reliable
- someone who is dependable
- someone with a driver's license
- someone who shares your interests
- someone with a good sense of humor
- someone who is positive and upbeat
- someone who is quiet
- someone with good listening skills
- someone with good communication skills
- someone who lives in your neighborhood
- someone well connected to your community
- a mature person
- someone who has weekday availability
- someone with evening availability
- someone with overnight availability
- someone with weekend availability
- other.....



What do you need your staff to do?
(check off those that apply)

- to assist you to locate activities of interest in your community
- to help you get connected to various activities (be specific)
- to help you get together with your friends
- to help you to meet new people
- to assist you when you entertain friends at your home
- to help you with personal hygiene activities (please list)
- to lift and transfer you
- to assist you with your medications
- to help you maintain your home
- to accompany you on appointments
- to assist you with managing your budget
- to help you with cooking
- to assist you with shopping
- to assist you with transportation
- to assist you with any other activities of daily living (please list)

- 1.
- 2.



Developing a job description.....

Take those characteristics you are looking for and put them under a section entitled qualifications.

Then, list out all of the tasks you need your staff person to do in a section titled responsibilities. This will provide you with a basic job description. See the next page for a sample.



Sample Job Description:

Title: Senior Personal Assistant

Reports to: Natalia

Qualifications: This person must be well connected in their local community. They must enjoy art and be willing to travel. This person must be punctual and reliable and have a valid driver's license. Available during evenings and occasional weekends.

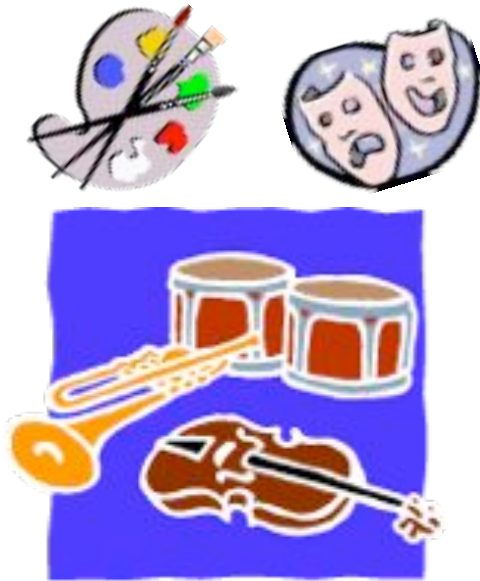
Responsibilities:

1. To support Natalia to meet up with and host her friends
2. To help Natalia to set up her art when it is being shown
3. To attend art shows with Natalia
4. To transfer Natalia in and out of bed as needed
5. To assist Natalia with showering, dressing, and other activities as per her routine
6. To assist Natalia with shopping and food preparation
7. To accompany Natalia on medical appointments
8. To support Natalia to plan, organize and coordinate her staff schedule
9. To support Natalia with organizing her budget, and completing submitting any paper work as needed for reimbursements
10. To assist Natalia to with organizing maintenance of her accessible vehicle
11. To drive Natalia to any places she may want to go
12. To assist Natalia with keeping her home clean
13. To travel with Natalia as requested

PERSONAL ASSISTANTS NEEDED

In Hillsborough

Seeking a patient, honest, reliable, and fun loving person!!



If you love art, theater, music, or just having fun, this job is for you. I am a woman in my twenties with cerebral palsy who is looking for full or part time people to assist me in living my life to the fullest. Training provided.

For more information call Natalia

908-555-5555





REDUCED RENT!!!!

Housemate Wanted

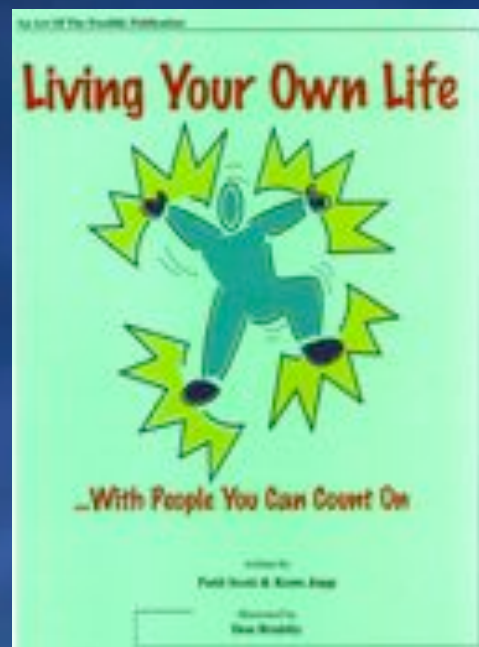
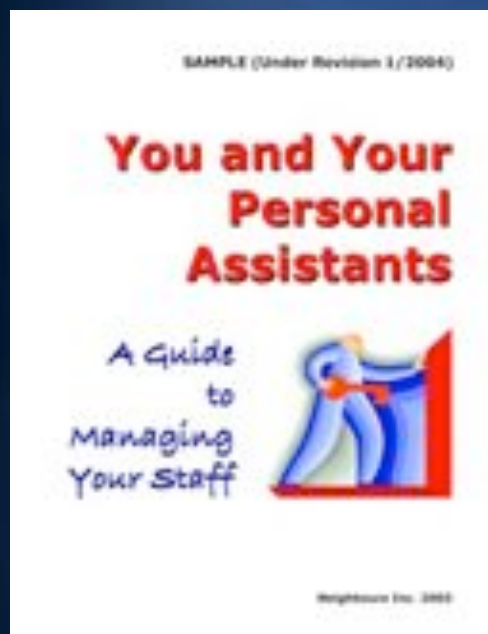
in Hillsborough

I'm a young woman in my early 20's who loves art. I'm looking for a friendly outgoing person to share my three bedroom apartment (complete with off street parking a washer/dryer and a yard) in Hillsborough. I have a disability and rent is reduced in exchange for providing some help around the house.

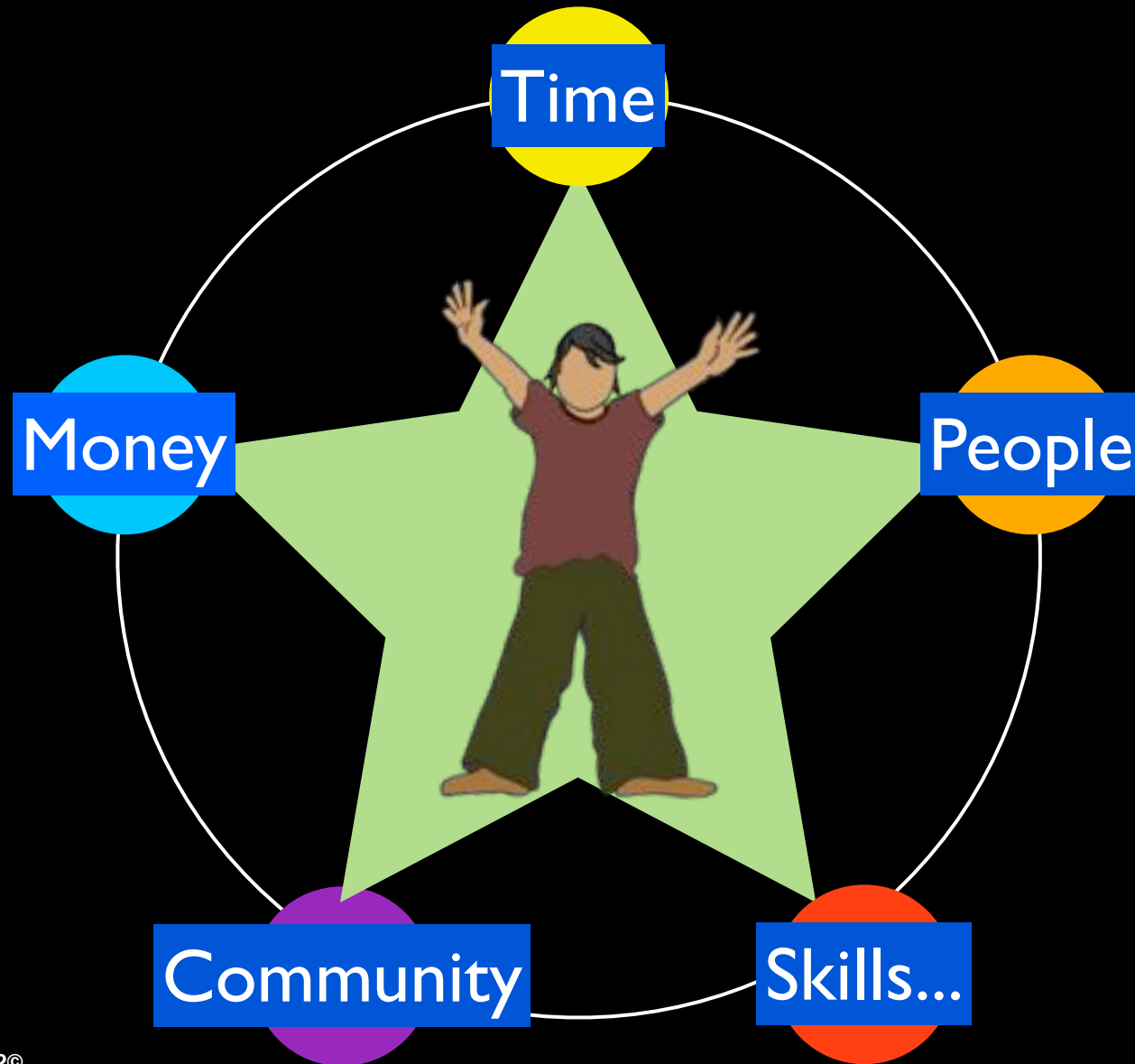


for more information, please contact Natalia at:

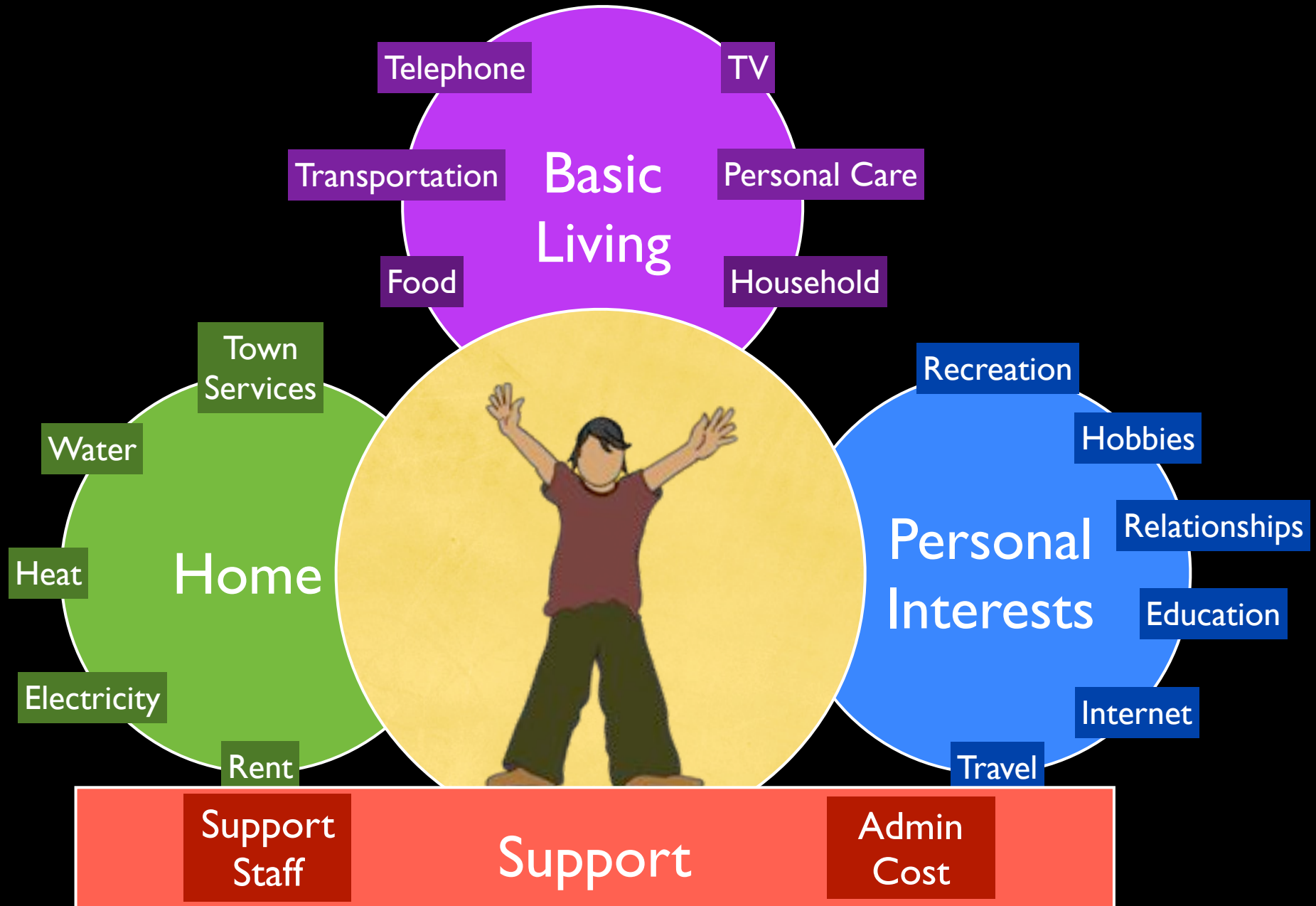
908-555-5555



Resources For My Life



Costs of My Life



Person Centered Plan

Spiritual

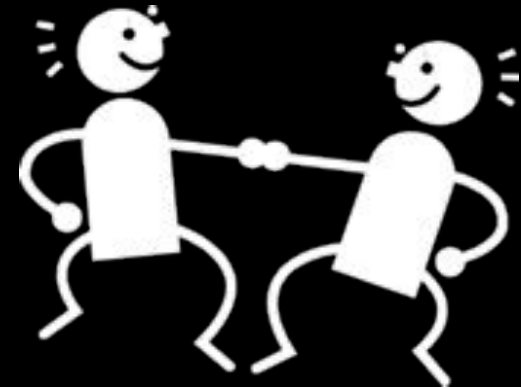
Work

Play

Learning



Where?



With Who?



What Support Do I Need?

Time?



Where?



Who?



What Support Do I Need?

How Much Do I Need?

TIME

MONEY

What Is Available?

Personal Assistants

What Do I Need Staff To Do?
When?
Where?
How Much?



Who Is Available? How Often?

What Will It Cost?



Personal
Income



Government
Funding

Total Personal Income	\$8,400
--------------------------------------	----------------



Support Staff	\$61,495
Admin Costs	\$7,809
Living Allowance	\$8,793
Total Government	\$78,097

↑
More
Income



Less
Expenses
↓

	Amount Spent	Budget	Over/Under	Year to Date
Support				
Agency	\$651	\$651	\$0	
Staff	\$5,125	\$5,125	\$0	
Total Support	\$5,776	\$5,776	\$0	
Home				
Rent	\$600	\$600	\$0	
Electricity & Heat	\$125	\$125	\$0	
Condo Maintenance	\$95	\$95	\$0	
Total Home	\$820	\$820	\$0	
Living				
Food	\$180	\$200	\$20	
Household	\$20	\$25	\$5	
Personal Care	\$25	\$30	\$5	
Transportation	\$300	\$300	\$0	
Telephone & TV	\$75	\$75	\$0	
Total Living	\$600	\$630	\$30	
Personal Interests				
Recreation	\$75	\$50	-\$25	
Vacation	\$50	\$50	\$0	
Total Personal Interest	\$125	\$100	-\$25	
Total Costs of Living	\$1,545	\$1,550	\$5	
Total Costs of Living & Support	\$7,321	\$7,326	\$5	

Important

Not
Important

FIRES!
Illness
Injury
Payroll

RELATIONSHIPS
Health
Dream
Plan
Design
Developing GIFTS
Community Presence

DOCUMENTATION
Meetings
Mandatory Training

“Busy”ness
“Wasting” time
non-meaningful routines

Urgent

Not
Urgent

Steven Covey
Urgent/Important
Matrix
(Adapted)

Origins of STUPID...

..."struck senseless,"

from stupere...

"to be stunned, amazed, confounded"

Stupid Stuff

- stuff that does not make sense
- stuff that was started for a good reason, but no longer is relevant
- stuff that you cannot remember why you were doing it
- stuff that you do that does not achieve the desired outcome that was the reason for doing it in the first place

How to find time to invest...

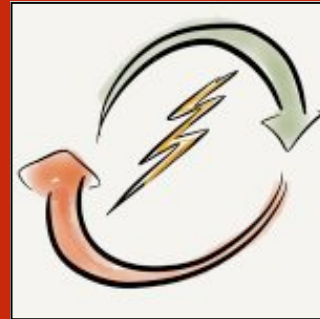
***STOP DOING
STUPID STUFF!***

Vision



& Dreams

Power &



Responsibility

Connections



& Relationships

Presence



In Place

Gifts, Capacities



& Contributions

Power:

the capacity or ability to direct or influence the behaviour of others, or the course of events.



**...(in other words)
MAKE THINGS HAPPEN!**

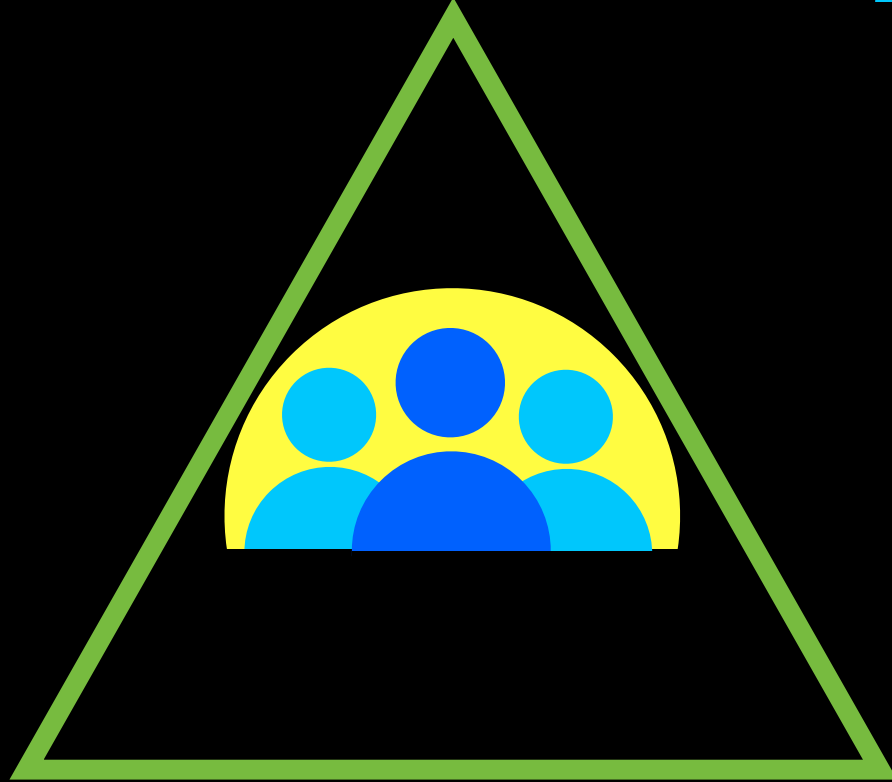
Power
+
Responsibility
CONFIDENCE!

Power &



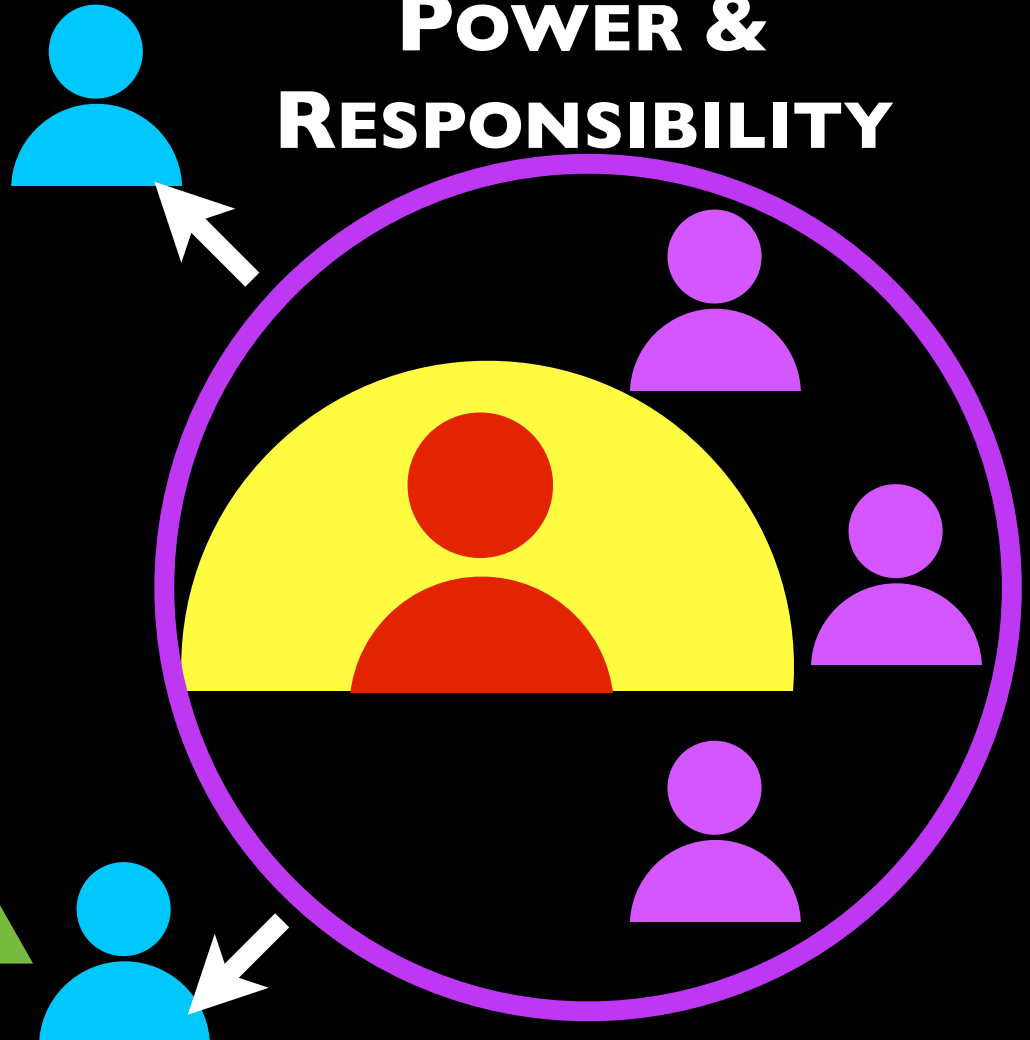
Responsibility

**POWER &
RESPONSIBILITY**



Agency & Staff

**POWER &
RESPONSIBILITY**



**Person,
their Family & Allies**

Resources:

John O'Brien, Connie Lyle O'Brien "Celebrating the Ordinary", www.inclusion.com

Tom Kohler, Susan Earl, "Waddie Welcome and the Beloved Community", www.inclusion.com

Beth Mount, "Person Centered Planning", www.capacityworks.com

Inclusion Press...for lots of other great resources: www.inclusion.com

Neighbours Publications: <http://www.neighbours-inc.com/publications/publications.html>

VIDEOS:

Building a Circle: <http://youtu.be/leDpThQpQxI>

Lester's Home (A Community Builds a Home): <http://youtu.be/VjZdUWIHdPA>

David Pitonyak - On... Coverage Or Relationships?: http://youtu.be/_AF4mpclyQY

Tiffany..."A Life That's Mine!": <http://youtu.be/tBnd7JGScek>

Simon Sinek: How great leaders inspire action:

http://www.ted.com/talks/simon_sinek_how_great_leaders_inspire_action.html

How to Start a Movement: http://www.ted.com/talks/derek_sivers_how_to_start_a_movement.html

Facebook page: **Neighbours International** (you will find a variety of resources and videos there)

Neighbours International

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