

Supporting Self-Determination in Your Everyday Work

- Choice Making
- Decision Making
- Goal Setting
- Problem Solving



2015 Paul V. Sherlock Center on Disabilities @ Rhode Island College
Promoting Membership in School, Work and Community

Introductions

- Introduce yourself to someone seated near you and tell that person two things:
 1. What you want to learn about self-determination today?
 2. One fact you already know about self-determination



Today's Training

- What is self-determination?
- Why does it matter?
- Exploring 4 aspects of self-determination:
 - Choice making
 - Decision making
 - Goal setting
 - Problem solving
- How can you promote self-determination in the individuals you support?



What is Self-Determination?

- Self-determination is the ability for people to:
 - Control their lives
 - Set and reach goals
 - Take part fully in the world around them
- The right to self-determination includes individuals with all types of disabilities.

Source: Center on Self-Determination, Oregon Institute on Disability



Why Does it Matter?

- Research shows that self-determination is strongly associated with improved outcomes such as integrated employment, independent living and community participation.
- Parents and support providers of people with disabilities need to actively work to help them develop the skills of self-determination throughout the lifespan and provide lots of opportunities to practice these skills.



Discussion: Self-Determination

- Growing up in your family, how were you encouraged/discouraged from being in charge of your own life?
- Reflect and then share with someone sitting near you.



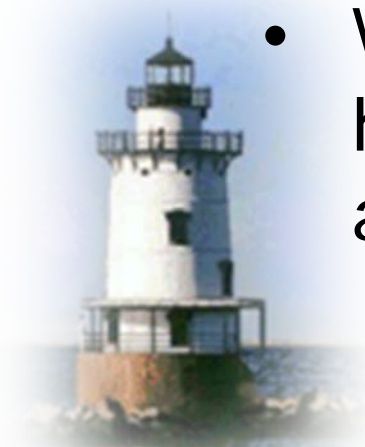
Debrief:

Self-Determination

- How have your own experiences with self-determination shaped the course of your life?



- What do you think are some commonly held beliefs about self-determination and individuals who have disabilities?



Self-Determination Skill: Choice Making

- Providing opportunities for a persons with disabilities to make meaningful choices that impact his/her daily life is the first step towards self-determination.
- For our conversations and exercises today, please focus on one specific individual whom you support.



Discussion:Choice Making



- List all the choices that you made today from the time you got up until you left your home.
- Share with another group member.



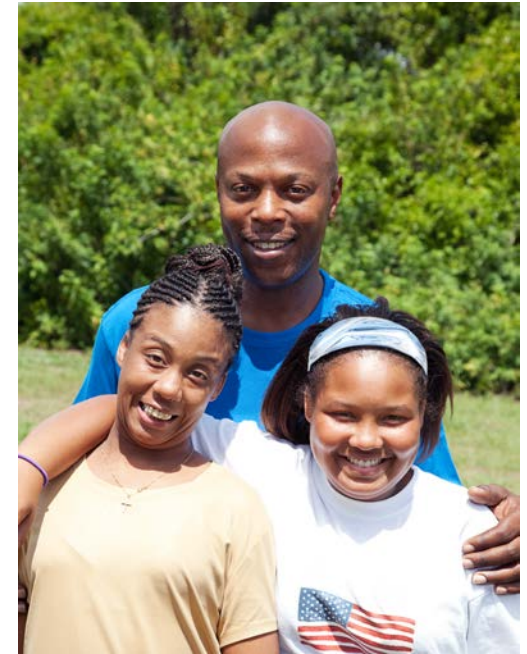
Debrief: Choice Making

- What was the most important choice for you?
- What if someone else made a different choice for you – how would you feel?
- Think about an individual you support - What choices does he/she make in his/her morning routine?



Self-Determination Skill: Decision Making

- Decision making involves knowing about the options available, weighing the consequences of each option, and deciding your action.



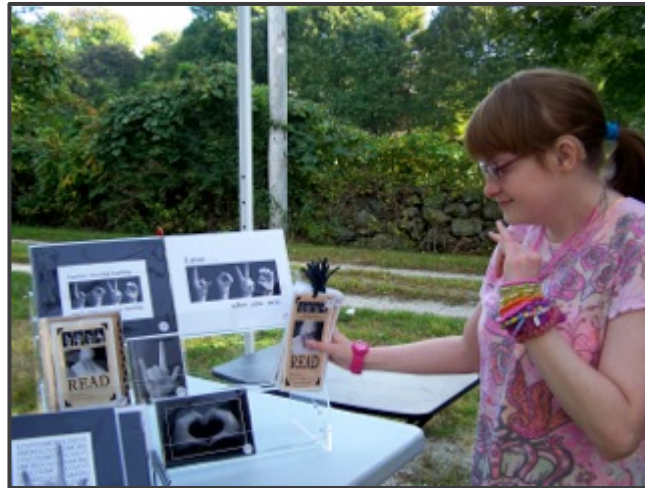
Discussion: Decision Making

- What was the first big decision you made in your life?
- How did you arrive at that decision?
- How were you supported/ who helped you?
- What was the outcome?



Debrief: Decision Making

- What key decisions have shaped your life?
- What decisions does the person you work with currently make?



Self-Determination Skill: Problem Solving

- Problem solving involves responding to challenges and creating solutions.
- It is the basis for all learning and allows people to have control and feel more capable and independent.



Discussion: Problem Solving

- Think about a recent problem you had to solve?
- How did you approach it?
- What was the outcome? How did you feel?
- Think of a recent problem that the individual you support encountered – did he/she solve that problem or did someone else step in?
- How can this person be supported to solve problems of every day life?



Self-Determination Skill: Goal Setting

- Learning how to set goals creates structure – a roadmap to get from where you are now to where you want to be in the future.



Discussion: Goal Setting

- Growing up, what were some of the goals that you set for yourself?
- How did you go about achieving those goals?
- Did your family have the same goals for you or different ones?



Debrief: Goal Setting

- Think back to your early childhood, what were some of the earliest goals you set for yourself?
- What is a goal that your focus person is currently working on at home or in school?



Self-Determined Learning Model for Goal Setting – 12 Step Guide

Phase 1 – Setting the Goal

1. What do I want to learn or be able to do?
2. What do I know about it now?
3. What must change for me to learn what I don't know or do what I haven't done?
4. What can I do to make this change happen?



Self-Determined Learning Model for Goal Setting – 12 Step Guide

Phase 2 – Taking Action

5. What can I do to learn what I don't know (or do what I haven't done)?
6. What could keep me from taking action?
7. What could I do to remove these barriers (the things that stop me)?
8. When will I take action?



Self-Determined Learning Model for Goal Setting – 12 Step Guide

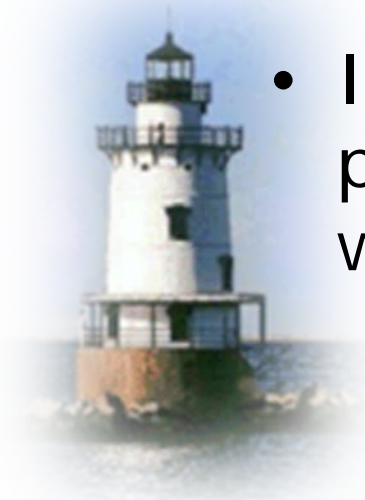
Phase 3 – Adjust the Goal or Plan

9. What actions have I taken?
10. What barriers or problems have been removed?
11. What has changed about what I know or can do?
12. Have I met my goal?



Ready for Action!

- Identify one new opportunity you can offer for choice making to the person you support.
- Identify one new opportunity for decision making for the person you support.
- Identify one small problem that you can support your person to solve.
- Identify one goal that is important to the person you support that he/she can start working on.



Remember:

- Start small and build over time.
- Stop and think in every-day situations – is this an opportunity to teach a skill of self-determination?
- Individuals who live with a disability often see their own potential through the vision of their parents and support staff – set high expectations!

