

**The sharing of power and passions:
Did it happen for adults with an intellectual
disability during their planning process?**

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Power and passion: Progress through partnerships
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Overview of the presentation

- The role of the facilitator in the person-centered planning process
- One service's approach
- The research method
- Passion sharing: Did it happen ?
- Power sharing: Did it happen ?
- Conclusion



In New Zealand

- Implement planning which was more **person-centred** and **aspiration based**
- Foster leadership through supporting lifestyle choices (The New Zealand Disability Strategy, 2001)
- Reinforce the importance of supporting lifestyle choices - the need to

“adopt a new way of thinking which focuses on individuals and their aspirations as citizens and how these can be better achieved”

(National Advisory Committee on Health and Disability, 2003 p.17).

Facilitating a person-centered plan

- Skilled facilitation provides opportunity for people to be actively involved in sharing
 - power through choice and decision-making
 - passions through expressing aspirations.
- **A facilitator must:**
 - Be an aware and conscious listener
 - Be a clear communicator
 - Prioritise aspirations and choices expressed by the person.
 - Understand group dynamics
 - Apply process expertise
 - Be guided by a philosophy that fosters self-determination





**IDEA Services Northern Region
Strategic Plan**

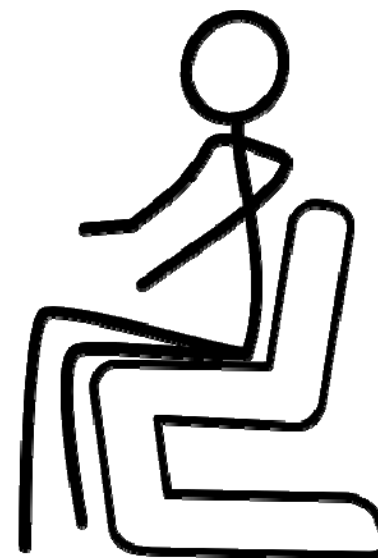
*Planning that is more
person-centered*

- *Shared power*
- *Aspiration based*
- *Builds leadership*

Introduced role of facilitators

Trained specifically in:

- Facilitation skills
- Meeting protocol
- Accessing relevant information
- Individualised planning formats
- Interpersonal and net working skills
- Monitoring and review of outcomes



Overview of research project

- Interviews
 - 10 randomly selected people from two areas in Northern Region IDEA who had recently participated in the new planning process
- Questionnaires sent to support people who had attended the meeting
 - Families and advocates
 - Staff
- Document analysis of personal plans
- Data analysis of common themes



Profile of adults

Day time activity

- 3 had retired from work as they were of retirement age
- 4 were in paid employment
 - 3 were satisfied with their current job
- 3 were not in employment
 - 2 wanted a job
 - 1 wanted more interesting things to do at the vocational centre

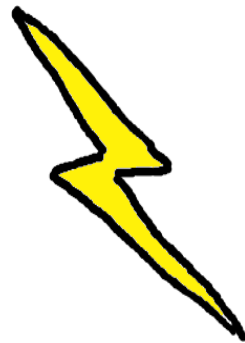
Living situation

- Flat on own or with one other
- Residential home with 1-4 other people of mixed gender

Interests and hobbies

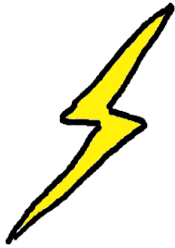
- were varied
- all wanted more community participation



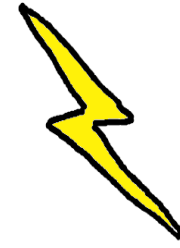


**Sharing the
power and the passion
did it happen?**





Sharing Power

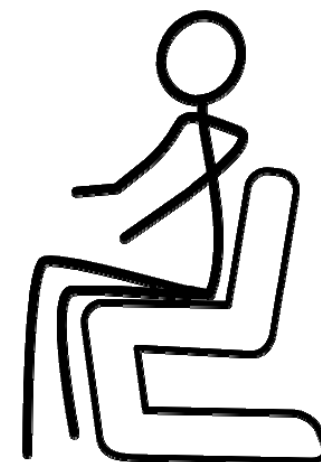


- Person is central to the process
- Person exercises control and is actively involved in decision-making related to their daily life
- Priority is given to the persons preferences and choices
- Natural supports are used
- Flexible systems and funding
- Planning is collaborative and ongoing
- The focus on what is important to the person and acting on this in alliance with their family and friends
- Be guided by a value base that fosters self-determination

Facilitator: Preparing for the meeting

Met with the person and discussed:

- interests
- dreams and aspirations for the future in relation to
 - where individuals live and who with
 - work and/or voluntary contribution
 - community participation activity
- the meeting
 - format (meeting and plan)
 - attendance
 - time and date
- questions or concerns



Adults comments: Preparing for the meeting

I discussed my plan with ...[Name of key staff person]

It is important to discuss things before the meeting

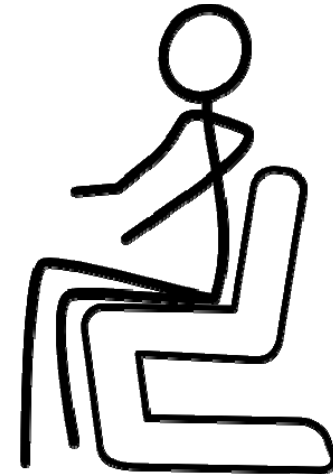
We talked about goals and who was going to be there...

It was held in my home 'cos I wanted it there.



Facilitator: Facilitating the meeting

- Co-facilitation
- Person at the centre
- Aspiration focused
- Deep listening
- Collaborative interactions
 - Welcome, introductions and purpose
 - Collaborative problem solving
 - Closure
- Language reflects communication style of person



Adults comments: The meeting

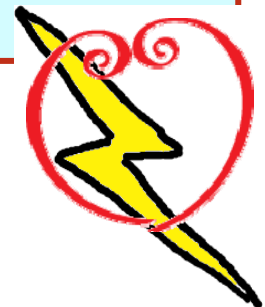
They asked me and listened ... they will help me with my goals

I liked the big group...everyone came who I wanted

Staff listened to me

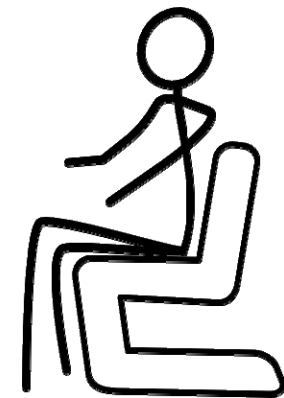
I was able to tell staff what my goals are

It was my meeting and we talked about going away on a holiday



Facilitator : Developing the plan

- Involve person in developing plan
- Work with key staff and communication coordinators
- Aspirations are translated into achievable goals
- Responsibilities are assigned
- Accessible format
- Individualised copy
- Organisation data base



Understanding of the purpose of a plan

- All adults had a clear understanding of what a plan is and it's purpose
- Purpose
 - Identify meaningful activities related to personal interests
 - More appropriate living arrangements
 - Get a job
- One adult felt plans more about organisational procedure and the need to comply with the requirement to have an annual plan.



Comments: Purpose of a plan

- I have a plan to find out what is best for me
- They make you do things
- It is important to have a plan because we sometimes don't have nothing much to do
- We have to have a meeting- if I didn't go I might get told off.



Adult's comments: Their plan

I have a book about my plan. I look at it myself.

I have a copy and staff have a copy.

[Name] and I made the plan and I do not read but I have a book about my plan... I like the pictures 'cos I do not read. I like the colours and the big pictures.

I like the pictures. I bring it out every night





Sharing passions



- Respectful and empathetic relationships
- Feel secure to express aspirations
- Positive encouraging environment
- Deep listening
- Person-centred thinking
- Express ideals for the future

Passions expressed were to

- Connect, reconnect and/or maintain relationships with family and friends
- Exercise choice over where and with whom the person lives
- Explore cultural heritage
- Make a greater contribution to the home environment and the community
- Maintain personal wellness
- Obtain paid employment or more meaningful job
- Have more satisfying daily activity
- Strengthen and develop personal interests and
- Participate more in the community
- Expand social relationships

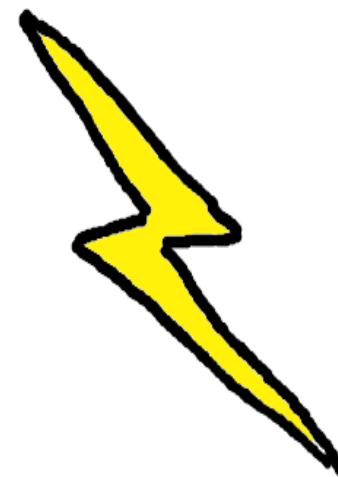


Correlation between expressed and recorded aspirations

Person	Expressed at interview	Reflected in plan	Additional goals	Goal not reflected
1	5	5		
2	4	4		
3	4	3		art
4	2	1	friendships	Grow vegetables
5	4	4		
6	3	3		
7	4	4		Own flat with partner
8	3	3		
9	4	5	Drivers licence (job)	
10	5	4		Lose weight

Sharing power: Did it happen?

- Meeting format
 - choose who would attend
 - invited participants to the meeting
 - chose the venue
 - Involved in the process
- They were at the centre of the process
 - felt listened to
- Had a copy their own plan
 - accessible format
 - refer to it in their own time
- Plan reflected the aspirations expressed

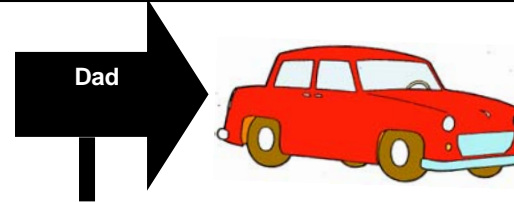


To find out about my family and my culture

What I will do

When

Plan visits to Dad. Talk to my (brother) about this.



July 2008

Make a family tree with photos of my family. I will get help to set this up and take time to do this



Begin August 2008

Join the [Name] Community Club and learn about the culture and meet people



August 2008

Use the internet to find out about Asian culture - food and ceremonies



July 2008

Sharing passion: Did it happen?

- Felt comfortable sharing passions at the meeting
- All expressed aspirations
- Individual aspirations were acknowledged and respected during the meeting
- Individual aspirations were recorded in the personal plan held by the organisation
- The adults spoke passionately about their plan at the interview
- The adults
 - could articulate their aspirations three months later
 - showed their plans with pride and could explain them
 - discussed goals that they were working on and had been achieved



Reflections: Building power and passion in the planning process

- The need to promote leadership of disabled people
- Ensuring facilitators are competent in person-centred planning and thinking skills
- Involving people who are important to the person
- Building opportunities to experience a range of community activities to promote informed and personalised choices
- Individualising the process- preparation, meeting, format of plan. One style will not suit everyone
- Accepting that everyone has a responsibility in this process- not just the facilitator



Reflections: Building power and passion for ongoing support

- Plan is only the groundwork – it is an ongoing process
- Ensuring that the personal plan provides the impetus for the services and support the person receives
- All need to be committed to the person's plan and maximize opportunities for the plan to happen
- Realisation that people's circumstances might change and flexibility is needed
- Commitment to ongoing training in the values and philosophy of person-centeredness
- Thinking creatively to ensure resources are there to make the plan happen



Sharing power and the passion is happening when people say...



- I feel in charge of my plan- I am taking some responsibility.
- I am telling staff what I would like.
- It is easy to remember my goals.
- They asked me and listened and I think they will help me with my goals.
- I used to be very nervous... I am not now.
- I felt I was in control of the meeting – it was my meeting.
- I made the plan up ...it was what I want to do.
- Nothing was left out of my plan. I got everything I wanted.
- I want more action and less talking.
- Everybody should have a plan to keep them happy. The plan keeps me happy. I talk about my plan with other friends in the house. The plan keeps me happy.
- I am happy with the plan- they are darn good ideas!