

Discovering Personal Genius Staging Record

Employment Seeker & Team Member Information

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Employment Seeker’s Name | |  | | |
| 1. Family Contact/Team Member | | | | |
| Name |  | | | |
| Address |  | | | |
| Telephone |  | | Email |  |
| 1. Family Contact/Team Member | | | | |
| Name |  | | | |
| Address |  | | | |
| Telephone |  | | Email |  |
| 1. Family Contact/Team Member | | | | |
| Name |  | | | |
| Address |  | | | |
| Telephone |  | | Email |  |
| 1. Family Contact/Team Member | | | | |
| Name |  | | | |
| Address |  | | | |
| Telephone |  | | Email |  |
| Employment Specialist(s) Completing DSR | |  | | |
| GHA Mentor(s) | |  | | |

***Fill in your answers in the white areas.***

# Stage 1: Who The Employment Seeker Is Now

## STAGE 1: Discovery begins at home, with familiar people, and in familiar places.

### Purpose/Goals

To build a relationship with the employment seeker that helps everyone within their team of supporters understand who they are, what is important to them, how they think and approach life; observing, exploring, verifying and revealing skills. Stage 1 will also identify the financial goals that will support the lifestyle they want to lead.

### How we Gather Information

* Meeting the employment seeker in their home
* Exploring their community/neighborhood
* Having conversations with 2-3 additional people who know the employment seeker well and want to see them succeed
* Accompanying the employment seeker on 2-3 task-based activities that they enjoy and do well

### What Will Be Learned in Stage 1

This stage will reveal the employment seeker’s interests and skills, as well as several activities that are waiting to be explored in greater depth during the next stage. It will also provide information on people who can help pave the way for Stage 2 activities. This is the first step on the path that will eventually lead to employment.

## Stage 1 Timelines:

Stage 1 should be completed in 1-3 weeks.

### Home Visit

|  |  |
| --- | --- |
| Date(s) of Home Visit(s) |  |
| People Participating in Home Visit/Relationship to Employment Seeker | |
| Name/Relationship |  |
| Name/Relationship |  |
| Name/Relationship |  |
| Name/Relationship |  |
| Name/Relationship |  |
| Recap of Information (attach field notes, pictures, and quotes) | |
|  | |
| Observations of home, bedroom, property, belongings that seem relevant | |
|  | |
| What does the Employment Seeker regularly do and do well? (skills, interests, hobbies, chores, tasks, etc.)? | |
|  | |
| What is most important to the Employment Seeker at home? | |
|  | |
| Who is most important to the Employment Seeker (now and in the past)? | |
|  | |
| What people, places, and activities in the surrounding community are meaningful to the Employment Seeker? (Family/friend/community activities employment seeker engages in) | |
|  | |
| How does the Employment Seeker navigate the community (transportation, etc.)? | |
|  | |
| How is the Employment Seeker best supported (e.g., emotional support, physical support, assistive tech, etc.)? | |
|  | |
| How does the Employment Seeker best learn? | |
|  | |
| What else is important to know about the Employment Seeker? | |
|  | |

### Financial Goals (What would you do with a little more money?):

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Cash Benefits Received (SSI, SSDI, SNAP, etc.)** | | | | | | | | |
| Benefit Type | |  | | | Amount | |  | |
| Benefit Type | |  | | | Amount | |  | |
| Benefit Type | |  | | | Amount | |  | |
| **Medical Benefits (Medicaid, Medicare, private health insurance, etc.)** | | | | | | | | |
| 1 | | | | | | | | |
| 2 | | | | | | | | |
| 3 | | | | | | | | |
| **Questions/Concerns about working and benefits** | | | | | | | | |
|  | | | | | | | | |
| **Referral to WIPA or Benefits Planner (Who they were referred to/date)** | | | | | | | | |
| Name |  | | Agency |  | | Date | |  |
| Name |  | | Agency |  | | Date | |  |

### Assistive Technology

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Technology currently used (hi- and low-technology)** | | | | | |
|  | | | | | |
| **Additional technology supports that would be helpful** | | | | | |
|  | | | | | |
| **Referral to Assistive Tech Project/Tech Support Experts (formal or informal)** | | | | | |
| Name |  | Agency |  | Date |  |
| Name |  | Agency |  | Date |  |
|  | | | | | |

### Community/Neighborhood Exploration

|  |  |
| --- | --- |
| **Date(s) of Exploration(s)** |  |
| **Summary (what you did/saw/learned)** | |
|  | |
| **Who We Talked To** | |
|  | |
| **Small Businesses in Employment Seeker’s Community** | |
|  | |

### Conversations with Important People

|  |  |  |  |
| --- | --- | --- | --- |
| **Interview 1** | | | |
| Name |  | Date |  |
| Summary |  | | |

|  |  |  |  |
| --- | --- | --- | --- |
| **Interview 2** | | | |
| Name |  | Date |  |
| Summary |  | | |

|  |  |  |  |
| --- | --- | --- | --- |
| **Interview 3** | | | |
| Name |  | Date |  |
| Summary |  | | |

|  |  |  |  |
| --- | --- | --- | --- |
| **Interview 4** | | | |
| Name |  | Date |  |
| Summary |  | | |

|  |  |  |  |
| --- | --- | --- | --- |
| **Interview 5** | | | |
| Name |  | Date |  |
| Summary |  | | |

### Familiar Task-Based Activity #1

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Activity |  | | | | | | | |
| Location |  | | | | | | Date |  |
| Participants |  | | | | | | | |
| Objective Description of what happened during the activity | | | | | | | | |
|  | | | | | | | | |
| Tasks Performed | |  | | | | | | |
| Skills Demonstrated | | | |  | | | | |
| Interests Revealed | | |  | | | | | |
| Attributes | | |  | | | | | |
| Conditions of Employment | | | | |  | | | |
| Work Culture Considerations | | | | | |  | | |

### Familiar Task-Based Activity #2

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Activity |  | | | | | | | |
| Location |  | | | | | | Date |  |
| Participants |  | | | | | | | |
| Objective Description of what happened during the activity | | | | | | | | |
|  | | | | | | | | |
| Tasks Performed | |  | | | | | | |
| Skills Demonstrated | | | |  | | | | |
| Interests Revealed | | |  | | | | | |
| Attributes | | |  | | | | | |
| Conditions of Employment | | | | |  | | | |
| Work Culture Considerations | | | | | |  | | |

### Familiar Task-Based Activity #3

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Activity |  | | | | | | | |
| Location |  | | | | | | Date |  |
| Participants |  | | | | | | | |
| Objective Description of what happened during the activity | | | | | | | | |
|  | | | | | | | | |
| Tasks Performed | |  | | | | | | |
| Skills Demonstrated | | | |  | | | | |
| Interests Revealed | | |  | | | | | |
| Attributes | | |  | | | | | |
| Conditions of Employment | | | | |  | | | |
| Work Culture Considerations | | | | | |  | | |

### Familiar Task-Based Activity #4

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Activity |  | | | | | | | |
| Location |  | | | | | | Date |  |
| Participants |  | | | | | | | |
| Objective Description of what happened during the activity | | | | | | | | |
|  | | | | | | | | |
| Tasks Performed | |  | | | | | | |
| Skills Demonstrated | | | |  | | | | |
| Interests Revealed | | |  | | | | | |
| Attributes | | |  | | | | | |
| Conditions of Employment | | | | |  | | | |
| Work Culture Considerations | | | | | |  | | |

### Familiar Task-Based Activity #5

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Activity |  | | | | | | |
| Location |  | | | | | Date |  |
| Participants |  | | | | | | |
| Objective Description of what happened during the activity | | | | | | | |
|  | | | | | | | |
| Tasks Performed | |  | | | | | |
| Skills Demonstrated | | |  | | | | |
| Interests Revealed | |  | | | | | |
| Attributes | |  | | | | | |
| Conditions of Employment | | | |  | | | |
| Work Culture Considerations | | | | |  | | |

### Familiar Activities Summary

|  |
| --- |
| What are the most intriguing interests/skills/activities or emerging patterns to expand upon? |
|  |
| How did the Employment Seeker learn best? What teaching strategies and supports worked/were helpful? (Be specific) |
|  |
| What environments & activities brought out the best in the Employment Seeker? What excited and/or brought a smile to the Employment Seeker’s face? |
|  |
| What new information was learned about the Employment Seeker’s skills/interests? What additional skills might the Employment Seeker be interested in learning? |
|  |
| What advice did people have who work in jobs related to the Employment Seeker’s emerging vocational interests? |
|  |
| Who did the Employment Seeker have a genuinely good connection with? Who might be additional members of the team? |
|  |
| What ideas are being dropped and what ideas are worth further exploration? |
|  |
| Other family members and friends who may reveal insights |
|  |

## Stage 1: Conclusion & Plan for Stage 2

### Emerging Patterns/Vocational Themes

|  |  |
| --- | --- |
| **Pattern/Theme #1** |  |

|  |  |
| --- | --- |
| **Evidence to support theme (from home visit, conversations, activities, etc.)** | |
|  | |
| **Three community activities that would provide opportunities for the Employment Seeker to connect with new people and try something new related to this pattern/theme** | |
| 1 | |
| 2 | |
| 3 | |
| **Community Connectors who could help** |  |

|  |  |
| --- | --- |
| **Pattern/Theme #2** |  |

|  |  |
| --- | --- |
| **Evidence to support theme (from home visit, conversations, activities, etc.)** | |
|  | |
| **Three community activities that would provide opportunities for the Employment Seeker to connect with new people and try something new related to this pattern/theme** | |
| 1 | |
| 2 | |
| 3 | |
| **Community Connectors who could help** |  |

|  |  |
| --- | --- |
| **Pattern/Theme #3** |  |

|  |  |
| --- | --- |
| **Evidence to support theme (from home visit, conversations, activities, etc.)** | |
|  | |
| **Three community activities that would provide opportunities for the Employment Seeker to connect with new people and try something new related to this pattern/theme** | |
| 1 | |
| 2 | |
| 3 | |
| **Community Connectors who could help** |  |