When summarizing Discovery findings, we begin the first steps of Customized Job Development. When writing the narrative Vocational Profile, we are seeking to find effective and efficient ways to communicate with businesses using Customized Employment Principles (Interest-Based Negotiation). We want to share who we've Discovered the employment-seeker is, and do so in a way that builds the foundation for creating work. We use Asset, Capacity, and Strength based descriptions using experiential and observable evidence that can be explained and defended with compelling narrative and imagery.

**Using Positive, Descriptive Words:** A foundation of Customized Employment is looking at the individual at their best and utilizing words that help the reader know the person in a positive light. Thus, the Vocational Profile will use descriptive words such as; 'is most talkative when...' versus 'she is shy.' We need to describe how a person learns in this profile so we may be more expansive in this description, i.e., 'is able to use the local bus with extensive training and practice, if there is only one transfer of buses'. As opposed to the Visual Resume (to be discussed in the next Stage), we would say 'rides the public bus to her volunteer position at the library and to the pool for swim team practice.'

To change the tone of words such as 'behaviors' or 'combative' we would likely choose descriptions of how to avoid those times, such as, '... is at their best when outside, using his upper body and arms to move large objects' or '... is at their best in situations where they can use their communication method of choice (iPhone, sign language, actions).

We will be taking notable moments from Discovery where we describe the environment, who was involved, what activity was being done and how the job seeker expressed their feelings. We will identify concrete skills, tasks, and potential contributions to a workplace.

Complete the written summary of all that you have learned, and enter the narrative following the guided questions in the Stage 5: Vocational Profile Section. Seek input from the employment-seeker, family, and team members to ensure all information is captured.

See the completed Vocational Profile, below, for an example of what the content may look like:

**Interests:** Jeff is a 31-year-old high school graduate who led the Discovery process in a friendly, humorous and talkative manner. He lives with his mother and twin 19-year-old brothers. Jeff's interests include texting friends from his cell phone; watching You Tube videos on the computer in his bedroom; playing football in the backyard with his brothers (or lying on the ground looking up at the sun); listening to music, particularly Hip-Hop and R&B; and putting together jigsaw puzzles. Jeff makes all of his own meals independently and often surfs the internet to find new recipes. He regularly bakes bread and makes brownies and cookies for his family, friends, and neighbors. He says that he loves to see "how happy" they are when eating his food. Jeff talked about how much he enjoys preparing meals and being in the kitchen and said that his high-school cooking class was the best class he ever took.

Jeff's regular neighborhood and community activities include walking his dog Star around the neighborhood using his 3-wheel walker and attending church with his friends. Jeff states that he "loves everything" about technology. He initially expressed interest in working outdoors, as he loves nature, but also identified that he would be "extremely interested" in cooking or technology. Jeff would like to get out of the house and earn money so that he can be more independent and a more active member of his community.

**Talents / Skills:** Throughout the Discovery process, Jeff demonstrated a wide range of skills. At home, he independently plans and makes his own meals, and is able to use most basic kitchen appliances, including the oven, stove, and microwave. He can safely cut and peel most fruits and vegetables, as long as he is sitting at the table or the counter. He can find and follow both new and familiar recipes and excels at measuring, mixing, and making baked items from scratch. Jeff participated in a Discovery activity at a local cupcake bakery where he learned to make "cake pops". He said that he particularly enjoyed this because not only did he get to do the baking, but he liked the precision involved in creating a uniform batch of "pops" that were the same size and shape.

Jeff spends much of his free time on his computer. He can comfortably navigate the internet and search for keywords as well as create basic word documents. He knows how to copy/paste, take pictures with his iPhone, post pictures to social media, and send and receive basic messages through FaceBook or email. He can troubleshoot and fix many basic computer or technology issues, such as reconnecting the family television to Netflix, unfreezing a phone, and connecting any home device to the WiFi network. During a Discovery activity at a local computer shop, Jeff greeted everyone with a big smile and successfully completed order forms for customers bringing in cell phones or computer for repair.

Jeff also enjoys working outdoors and demonstrated numerous skills in this area as well. During discovery activities with a local nursery and landscaping company, he watered a variety of orchids and plants (without over-watering them), created a clean line when using an electric edger, and prepped a nursery bed using standard gardening tools, including a hoe, rake, and trowel.

Jeff prefers quiet environments, working alongside a few people that he has the opportunity to get to know well. He says he is equally happy working indoors or outdoors. He has a hands-on learning style and excels when someone first shows him how to do a task, then demonstrates it, and then lets him try it on his own. Checklists on his iPad that either use photos and/or clear, simple, written instructions can be helpful for more complex tasks or for tasks he performs less frequently. Jeff is a fan of You Tube videos and has created short video tutorials of himself performing a task (e.g., connecting his laptop to his printer) that he can then view if he needs a reminder of what to do. He says that he enjoys making these tutorials and thinks they have been very effective for him.

Jeff has many notable attributes including that he is extremely good-natured, always smiling, and that he enjoys being and talking with people. He is engaging, has a great sense of humor, and is eager to learn and to please. Across multiple tasks and activities, some of Jeff's most striking characteristics were his precision, his ability to focus, and his attention to detail. Whether working on 1500-piece jigsaw puzzles, creating an Evite for his family's annual 4th of July bonanza, or baking a new bread recipe for the first time, Jeff's attention remained totally on the task at hand. Jeff leans to accuracy over speed, and he excels at quality and consistency, and rarely makes a mistake, even when learning something new.

**Ideal conditions of Employment:**

Jeff would thrive in a quiet, accessible business doing tasks that involve structure, focus, and attention to detail. Loud or crowded environments or tasks that require high-speed are to be avoided, as Jeff does not like to feel rushed. Working either indoors or outdoors (or a combination of the two) would align with Jeff's ideal conditions for employment, but the job must involve some sitting and be in an environment(s) that accommodates his walker.

**What "off the job" support will be needed and who will provide?**

Jeff's mother provides his personal support for getting ready to work. Jeff does not require any additional "off the job" support.

**How will this person stay in contact with their friends, and who will ensure this?**

Jeff is self-sufficient with keeping in touch with family and friends. His aunt and grandmother report that they call Jeff and he calls and texts his friends. His friend through church will continue to help him get to and from church on Sundays.

**Transportation (how will get to and from work)?**

Jeff's mother provides him with his transportation needs. Notably, his neighborhood has many large and small businesses, including a bank and insurance company, all within several blocks of his home.

**Ideal work schedule (days and hours) and why?**

Jeff is flexible when it comes to his preferred work schedule and could work both weekdays and/or weekends. Jeff is a huge pro football fan, however, so he prefers not to work on Sundays during football season. His mother is available to provide transportation between 8:00am and 6:30pm, so night work is to be avoided. Jeff would like to work 30-40 hours/week.