 CE Proficiency Mentoring

Discovery Stage 1 Fidelity Tenets

**Home Visit (fidelity tenets)**

Discovery Fidelity Scale (DFS) Tenet 2.1: Discovery begins with conversations in the job seeker’s home or a mutually acceptable place in the community.

* Unacceptable (-1):   If a home visit or a visit to a mutually acceptable place in the community cannot be arranged, a meeting is held at the provider’s office or school.
* Acceptable (+1):   During the home visits, the employment specialist gathers information about the employment seeker’s daily life.
* Good (+2):   During the home visit, the employment specialist gathers information about the employment seeker’s family, friends, and other important relationships, beyond the people participating in the home visit.
* Exemplary (+3):   During the home visit, the employment specialist captures meaningful quotes from the employment seeker and his or her family and friends that provide additional insight about the employment seeker.

Discovery Fidelity Scale (DFS) Tenet 2.2: The employment specialist should learn information about the employment seeker’s valued possessions and expressed interests, during visits to the employment seeker’s home.

* Unacceptable (-1):   When visiting the employment seeker’s home, the employment specialist assesses the employment seeker’s readiness for community employment or forms opinions related to the employment seeker’s personal appearance, hygiene, or living conditions within the home.
* Acceptable (+1):   When visiting the employment seeker’s home, the employment specialist learns about the employment seeker’s preferred activities, hobbies, and how time is spent.
* Good (+2):   When visiting the employment seeker’s home, employment specialist learns the history and background behind the employment seeker’s valued possessions and expressed interests, and if applicable, and how they are used.
* Exemplary (+3):   When visiting the employment seeker’s home, the employment specialist learns about persons connected to valued possessions and expressed interests.

**Community/Neighborhood Exploration (fidelity tenets)**

Discovery Fidelity Scale (DFS) Tenet 2.3: The employment specialist learns about the employment seeker’s community and surrounding area.

* Unacceptable (-1):   The employment specialist conducts internet research or drives through the area to learn about businesses and area landmarks near the employment seeker’s home.
* Acceptable (+1):   The employment specialist explores the employment seeker’s community by walking or talking to neighbors, business owners, or other knowledgeable community members.
* Good (+2):   The employment specialist conducts visits at times necessary to meet with key people, including evenings and weekends.
* Exemplary (+3):   The employment specialist identifies unique, specific small businesses within close proximity to the employment seeker’s home.

**Conversations with Important People (fidelity tenets)**

Discovery Fidelity Scale (DFS) Tenet 2.4: The Employment Specialist, and the employment seeker to the extent possible, connects with friends, family members, or other important people who were not present at the home visit to build relationships and learn more about the employment seeker.

* Unacceptable (-1):   The employment specialist interviews only professionals who support the employment seeker or includes negative commentary or limiting perceptions in the Discovery documentation.
* Acceptable (+1):   The employment specialist talks to at least three of the employment seeker’s family members, friends, or other important personal connections (not professional support) beyond those who participated in the home visit.
* Good (+2):   Through conversations with personal connections, the employment specialist gathers positive insights about the employment seeker, including who/what is important to them, what they do well, and how they are best supported.
* Exemplary (+3):   The employment specialist and the employment seeker, to the extent possible, conduct at least one of the conversations with an important personal connection in-person at an informal community setting, such as a coffee shop.

**Discovery Activities – Familiar (fidelity tenets)**

Discovery Fidelity Scale (DFS) Tenet 2.5: The Employment Specialist learns more about the employment seeker as the employment seeker completes familiar activities, assisting as necessary.

* Unacceptable (-1):   The employment specialist conducts an initial assessment or try-out at a pre-determined site to learn about the employment seeker‘s skills, or uses Discovery activities to assess and identify what he or she can and cannot do.
* Acceptable (+1):   The employment specialist observes the employment seeker actively participating in two or three unique familiar activities in non-segregated settings in his or her community or home that demonstrate multiple tasks and skills, revealing potential support needs, assisting as necessary.
* Good (+2):   The employment specialist observes the employment seeker completing more than three different familiar community activities that demonstrate his or her unique skills, interests, and support needs, including current or potential low- or high-technology, assisting as necessary.
* Exemplary (+3):   The employment specialist identifies emerging vocational patterns, preferences, or themes based on information gathered during Discovery Activities.