



Medina County

board of developmental disabilities



We are the community resource responsible for connecting, coordinating and funding vital services for individuals with developmental disabilities.

We help with everything from early intervention and education opportunities for children to employment and community inclusive living for adults.



Positive Personal Profile

What We Will Learn

- **What is a Positive Personal Profile?**
- **How can the Positive Personal Profile be used?**
- **What are the components of the Positive Personal Profile?**

What is a Positive Personal Profile?

A Positive Personal Profile is a way to get to know what is important to the individual and what will make for a good day whether it be job seeking, employment or leisure activities. It is a living document for collecting information from a variety of sources, including assessments, observations, interviews, and discussions with people who know them well.



How can the Positive Personal Profile be used?

The Positive Personal Profile has a number of practical uses. It is an working document, used to help in the development of resumes, assist the individual in preparing for change or a document DSP's use to get to know what's important to and for the individual(s) they are working with. Further this profile is a means of ensuring the staff and employers have a clear picture of the individuals positive attributes, as well as areas where they need support and accommodations.



What are possible components of the Positive Personal Profile?

- Dreams and Goals
- Interests
- Talents, Skills and Knowledge
- Learning Styles (Modeling, Visual, Written, Verbal, etc.)
- Values
- Positive Personality Traits
- Environmental Preferences
- Dislikes
- Like and Work Experience
- Support System
- Specific Challenges
- Solutions and Accommodations
- Creative Possibilities and Ideas
- Communicate Best By
- What is Important to Me
- Dislikes/What Doesn't Work
- Career Ideas and Possibilities to Explore
- What helps me have a good day
- What makes a not so good day for me
- My Support System is
- This is How I Communicate





Positive Personal Profile

Name:

Date:

SSA:

<u>What helps me have a good day:</u>	<u>What makes a not so good day for me:</u>
<u>My Support System is :</u>	
<u>My Environmental Preferences are:</u>	
<u>This is how I communicate:</u>	
<u>I am independent at:</u>	
<u>Sometimes I may need reminders about:</u>	
<u>I may struggle with:</u>	
<u>This is how you can help me:</u>	
<u>I may struggle with:</u>	
<u>This is how you can help me:</u>	
<u>My Career Ideas and /or Possibilities to Explore:</u>	
<u>Other Considerations:</u>	

This has been a working tool for us since 2017. We have made many changes to our Positive Personal Profiles.

This document would be developed based off the need of the individual(s) you serve.

Positive Personal Profile

Name: [redacted] Date: 7/10/2018

Span Date: 10/1/2018-9/30/2019 SSA: [redacted]

Staff Name: Steve Dickson

<p><u>Dreams and Goals</u></p> <p>[redacted] said she would like to see the new “Jurassic World” movie. [redacted] would like to go back “Kalahari” for a family vacation.</p> <p><u>Volunteering</u></p> <p>[redacted] enjoys volunteering at the We Care Pantry, and Feeding Medina County. [redacted] is always the first to volunteer at MCAC, she has assisted with stuffing envelopes, cleaning apples and participated in a Self Advocacy video. [redacted] is also a regular at Tech Connect.</p>	<p><u>Talents, skills, and Interest</u></p> <p>[redacted] said she likes going to the movies and bowling, going shopping- especially to shop for food for the family, likes dogs and other animals. [redacted] says she likes reading “The Cat in the Hat” and other books like that. [redacted] says her favorite T.V. show is “Shadow Hunters” and “The Fosters”. [redacted] said she likes going to the Library and out to eat with her Provider. [redacted] said she likes working on Kong and going to A.I. Root. She is skilled at packaging and sorting items</p>
<p><u>Communicate best by</u></p> <p>[redacted] communicates best by talking with someone in a one to one conversation.</p>	<p><u>Learning Styles (i.e. Modeling, visual, written, verbal, etc.)</u></p> <p>[redacted] is a visual learner and does well watching someone who is physically modeling a job/activity and then trying it out</p>
<p><u>Support System</u></p> <p>Parents and her sister Stephanie Home provider- Brook MCAC adult service staff Windfall staff SSA</p>	<p><u>Positive Personality Traits</u></p> <p>[redacted] said she has a good sense of humor and loves to show off her beautiful smile and is fun to be around and is a good friend. [redacted] is quiet and very pleasant to talk/work with, is easy going and goes with the flow. She is usually very positive and happy. [redacted] is always willing to try new jobs or new activities. She is always well dressed for work, adapts well to noisy environments and completes work assignments on time.</p>
<p><u>Environmental Preferences</u></p> <p>At home, [redacted] says she likes to go to her room, when she wants to be alone. [redacted] prefers quieter environments. [redacted] said she likes warm environments and prefers to be inside rather than outside</p>	<p><u>Dislikes/What doesn't work</u></p> <p>[redacted] said she dislikes it when there is no piecework to do. [redacted] said she dislikes really noisy environments. [redacted] said she doesn't like spinach.</p>
<p><u>Specific Challenges</u></p> <p>Making choices and verbally making her choices know to others sometimes is challenging for [redacted]. Having an unsteady gait (mobility) getting in/out vehicles can be challenging for [redacted].</p> <p>Moving away from the table (when seated) can be challenging for [redacted].</p> <p>It has been identified that eating meals and snacks can be challenging for [redacted].</p>	<p><u>Solutions and Accommodations</u></p> <p>[redacted] receives verbal encouragement to verbally make her choices known to others. [redacted] is provided with visual supervision when she is walking and physical assistance as needed/requested for position changes and assistance is offered when walking in congested areas or uneven terrain. (see service item) [redacted] is provided with an adapted armchair (with tennis balls on legs) when seated so that it is easier for her to move away from the table (see service item) [redacted] is provided with visual supervision at lunchtime. Staff cuts her food into smaller pieces and offers her verbal reminders to take one bite at a time and to eat at an appropriate pace as needed. (see service item)</p>
<p><u>What is important to me:</u></p> <p>[redacted] said that her family, friends and her dog “Biscuit” are all important. She also said that living at home and having her own room is important to her. [redacted] said to be respected by others and people being patient and nice to her are important. [redacted] said that working here (MCAC) and at A.I. Root is important to her. [redacted] is very proud of the Self Advocacy ISP training video she participated in.</p>	<p><u>Career Ideas and Possibilities to Explore:</u></p> <p>[redacted] said she would like to work at a job similar to A.I. Root. [redacted] said she likes animals and wants to learn more about taking care of them by visiting pet stores, reading library books, watching movies or videos. [redacted] said she would like to learn more about Self Advocacy, and attend an upcoming meeting.</p>

Positive Personal Profile

Name: [REDACTED]

Date: January 7th, 2019

Span Date: 04-01-2019 to 03-31-2020

SSA: [REDACTED]

Staff Name: [REDACTED], Program Supervisor

Dreams and Goals

[REDACTED] dreams of having a normal life, one without pain and always being sick.

[REDACTED] dream would be for her to one day be able to swim with the dolphins.

Volunteering

NA

Communicate best by

[REDACTED] is able to verbally communicate / converse with others. At times though, she said she prefers to communicate thru writing, because it enables her to express herself and her feelings better.

Support System

[REDACTED] biggest support in her life is her father David.

Environmental Preference

[REDACTED] prefers cool temps, not to cold or not to hot. She also prefers darker quiet places.

Specific Challenges

- [REDACTED] has many health issues that cause challenges for her in her daily life.

What is important to me:

[REDACTED] father, her family and friends, her cats, respect and freedom are all of great importance to her. When she is able, she likes having the opportunity to work and stay busy.

Talents, skills, and Interest

[REDACTED] has wonderful memories from years ago when she lived in Florida, of her participating in 2 parades as a baton twirler. She also recalled enjoying the Cancer Society Christmas Party that she attended while living in Citrus County, FLA. In her spare time, [REDACTED] enjoys writing letters to various editors of newspapers, as well as visiting with her family and others.

Learning Styles (i.e. Modeling, visual, written, verbal, etc.)

[REDACTED] felt that all of the above learning styles might be prevalent at one time or another, depending on the day and how she is feeling.

Positive Personality Traits

[REDACTED] is friendly, understanding, a good listener, has a great personality and is a good friend. She also is a hard worker and she enjoys making people smile.

Dislikes/What doesn't work

[REDACTED] does not like spinach. She also doesn't care to be around people who think they know everything.

Solutions and Accommodations

- [REDACTED] wears eyeglasses to help with her vision. In addition, she also normally uses a walker which provides stability to her when she walks, but she also will use a wheelchair when she is tired or when her legs hurt. She appreciates it when others are patient with her and give her extra time when she is moving slowly.

Career Ideas and Possibilities to Explore:

[REDACTED] would like to get her GED in the future.

Positive Personal Profile

Name: [REDACTED]

Date: July 14th, 2017

Span Date: (10-30-18 to 10-29-19)

Revised: August 6th, 2018

Staff Name: [REDACTED] Program Supervisor

SSA: [REDACTED]

Dreams and Goals

[REDACTED] would like to begin saving money so that she could eventually buy an iPad that she could use for coloring, doing puzzles and playing games.

[REDACTED] dreams of retiring in the future, where she will be able to spend time doing things that she really enjoys such as watching television.

Volunteering

[REDACTED] chooses not to volunteer at this time.

Communicate best by

[REDACTED] communicates through verbal communication.

Support System

[REDACTED] brother Jerry and his wife Laura, her providers, kitchen staff and other staff at MCBDD are her biggest support system.

Environmental Preferences

[REDACTED] prefers to be inside, but also enjoys nice weather and the seasons of Spring, Summer and Fall. [REDACTED] doesn't like loud noisy environments.

Specific Challenges

[REDACTED] is unable to read.

What is important to me:

Working in the kitchen is important to [REDACTED], in addition to her family/friends, home, attending family/friends parties or gatherings. Rose is very proud of the certificates that she received in '2016 and '2017, when she was nominated as Worker of the Year and they are very special to her. It is also important to [REDACTED] to occasionally have an opportunity to have her nails done and receive a facial.

Talents, skills, and Interests

[REDACTED] is proud of the talents/skills that she has in her position at the kitchen. She is also extremely proud of the certificate that she received at MCAC's annual picnic ('2018) for her 20 Years of Service Award at MCAC. [REDACTED] is pleased that she can remember the lyrics to many songs, in addition to making people smile. In her spare time, she enjoys coloring, watching old shows on TV, going shopping and to Scene 75, etc.. [REDACTED] lives across the street from a fire station and she is fond of being able to frequently watch the firemen there.

Learning Styles (i.e. Modeling, visual, written, verbal, etc.)

[REDACTED] learns best thru verbal communication and modeling.

Positive Personality Traits

[REDACTED] is a very good and loyal friend, she is compassionate, caring and has a good sense of humor. She also has a warm and pretty smile, is a good worker and is fun to be around.

Dislikes/What doesn't work

[REDACTED] dislikes it when the kitchen is really busy and/or when a new staff member begins working there; it makes her feel concerned that they could take her job and replace her. [REDACTED] does not care for spinach.

Solutions and Accommodations

[REDACTED] uses pictures in the kitchen and out in the community to assist her, which is very helpful to her.

When necessary, it is helpful to [REDACTED] if someone reads information to her (e.g. signs, menus, etc.).

Career Ideas and Possibilities to Explore:

[REDACTED] really enjoys coming to MCAC and her job working in the kitchen. At this time, she is not interested in pursuing other jobs out in the community.



Positive Personal Profile

Name: [REDACTED]

Date: November 25, 2019

SSA: [REDACTED]

What helps me have a good day:

To be supported and cared for. Having my needs met in a timely and appropriate fashion.
I like magazines, sunshine, opportunities to walk and to be close with staff (cuddling, massages etc.). I am very good at ripping/shredding papers.
I need positive 1:1 attention.
I am very affectionate at times and I am very self-determined!

What makes a not so good day for me:

Being ignored. Too much prompting. Suspected physical discomfort such as belly ache, having a cold, etc.

My Support System is :

Family, home staff, Day Services staff.

My Environmental Preferences are:

I need a safe environment with close monitoring from staff to ensure safety. I enjoy being outside and having a change of scenery every so often.

This is how I communicate:

I hover near, look at or grab objects of interest. I will also sit on, or stand by people interested in.

I am independent at:

I depend on the support of others for assistance with nearly all my daily needs. I sometimes independently initiate interactions physically, or with grins, smiles and laughter toward those with whom I have established "comfort"

Sometimes I may need reminders about:

**See Pages 3 & 4 for Specific Ongoing Positive Supports and Risk Reduction Strategies*

I may struggle with:

I have difficulty communicating specific needs. I often resort to grabbing staff and self injurious behavior when I am experiencing discomfort.

This is how you can help me:

One on one staffing. Wheelchair is available for when [REDACTED] needs to get somewhere but is unwilling or unable to get there independently. Padded "my space" area which encourages rest periods as needed.

I may struggle with:

**See Pages 3 & 4 for Specific Ongoing Positive Supports and Risk Reduction Strategies*

My Career Ideas and /or Possibilities to Explore:

Unsure at this point what direction to go. Adult day support is helpful as long as there is variety and I have the ability to walk/move about in a safe environment.

Other Considerations:

I learn best by repetition, visual cues.

Nursing Consideration:

[REDACTED] is prone to injury/infection d/t SIB-dropping, ramming-an area does not have to have a break in the skin to become infected-Ex.-[REDACTED] has had an infection in her knee from injury from repeated dropping-She was hospitalized, had surgery and was in an extended care facility on IV antibiotics for approx. 4-6 weeks. Home staff will do skin assessment daily to keep track of injuries and report redness, warmth, swelling, bruises and open areas. Also watch for drainage, fever or s/s of possible discomfort.

She is prone to foot problems r/t excessive toe walking. She has had a foot infection in the past. She also has large creases on the bottoms of her feet- they are not cracks as they have not opened through the skin yet. These need to be monitored- I suspect that d/t her toe walking, SIB, preference not to wear shoes or sometimes socks, her feet will become larger and these creases may progress to cracks. It is imperative to try to keep her feet clean, socks and shoes on as much as possible and keep skin on feet soft and intact to try to prevent this from happening. She is being scheduled for a podiatry appt. soon to see if other preventative measures can be taken.

She has also had severe gingivitis which required a hospitalization. She refused to eat and then began refusing fluids. Gums started to bleed. Good mouth care is needed and report to medical if any above symptoms are noted

[REDACTED] has constipation and is given prn Milk of Magnesia at home PRN. She will cry at times and pull her knees up at times if she needs to have a BM. Note-If [REDACTED] receives MOM, she may cry because she is cramping. Encourage walking. Keep track of BM's each time she uses the restroom. She will usually become hungry s/p she has a good BM.

[REDACTED] has a diagnosis of GERD and is on an anti-reflux diet. TUMs has sometimes been effective for s/s of heartburn. If [REDACTED] is crying for prolonged periods of time, she may be constipated, tired or just might have a headache. Tylenol is sometimes effective for this.

Characteristics of a "Safe Other": Individuals who demonstrate an affectionate tolerance for me and are not critical of my physical demonstrations of hugging or occasionally even my initiating "sitting with, by sitting upon". Those whose voice tones, volume of speaking and body language are accepting and encouraging rather than demanding or abrupt, and don't underestimate my comprehension of topics of conversation. Those who express empathy when I seem uncomfortable.

Ongoing Positive Supports:

- Offer appropriate oral stimulation (she prefers a pacifier)
- Use simple terms with [REDACTED] especially "Nice," "Easy," "Settle" and simple phrases
- Provide positive attention when displaying appropriate social behaviors, especially gentle touching of others
- Offer preferred activities to combat boredom
- Offer snacks if she may be hungry
- Minimize requests to only those that are essential
- Structure choice-making for success by offering only two items/choices
- Give options rather than saying "No"
- Pay attention to nonverbal communication by [REDACTED]
- Offer time away in a quiet space (bedroom at home, matt corner at work - her choice to use the area), walks, time in the gym, going outside if weather permits
- Monitor closely around peers due to a history of grabbing others
- Ask [REDACTED] to carry an object when walking
- Consider the possibility of a medical issue (pain, constipation, for examples) and address accordingly

Ongoing Risk Reduction Strategies:

- Limit eye contact—extended eye contact with [REDACTED] can result in inappropriate social behaviors.
- Keep fingernails trimmed (staff should monitor for the need for nail filing); staff can wear gloves for self protection.
- Minimize "grazing" when eating – Allow [REDACTED] to choose from the refrigerator when at home.
- Increase music/TV preferences.
- Demonstrate arms-length distance if grabbing or body ramming by raising outstretched arm(s) between self and [REDACTED], as a non- verbal visual cue for safe distance and honoring of personal space, as well as readiness for blocking grabs/rams especially if targets are other individuals or dangerous objects..
- Use personal safety techniques such as non-confrontational blocking, grab releases, moving away as needed.
- Verbally redirect from unsafe areas (hot stove, pipes, etc.); interposition self between [REDACTED] and the unsafe object as needed; use blocking pad/beanbag/pillow to lessen skin to skin contact when [REDACTED] is continuously seeking bodily contact with the provider/staff.
- Walk between [REDACTED] and known dangers when outdoors; use positioning and non-physical methods to encourage [REDACTED] to utilize designated walkways. Staff should close the gap between themselves and [REDACTED] when nearing parking lots/unsafe areas.
- Check and change soiled briefs. Monitor for signs/symptoms of illness or discomfort and seek medical evaluation.
- Provide close supervision when around others.

Physical Well Being Supports

Risk of Aspiration/Action Steps:

Provide medication as prescribed by the physician to assist with reflux and monitor for choking/aspiration
Monitor for emesis, gulping sounds, coughing, or other signs of discomfort following eating/drinking and report to medical personnel.

Risk from Mouthing Inedibles/Action Steps:

Caregivers should monitor the environment and remove small items and/or items that parts can break off when inserted into the mouth. Caregivers should monitor [REDACTED] for mouthing of inedibles and should offer a safe substitute if she mouths or attempts to mouth something that could be unsafe or cause choking.
Provider/staff should take immediate action if [REDACTED] appears to be choking on an object - applying first aid for choking, calling 911.

Risk of Constipation/Action Steps:

Provide medication as prescribed by the physician to assist with constipation. Monitor for the lack of bowel movements and/or passing of hard stools. Observe for increased agitation or behaviors, as these are often correlated with lack of bowel movements. Notify medical personnel as needed.

Inability to Report Pain/Action Steps:

Observe [REDACTED] for signs and symptoms of pain or injury as needed and report to parent/team/medical personnel.
Maintain a schedule of routine medical evaluations to assess for medical issues.

Water Temperature Risk/Action Steps:

Caregiver should regulate temperature for hand-washing and bathing.

Response to Emergencies/Action Steps:

Continue fire and tornado drills. Assist [REDACTED] as needed to respond to a true emergency.

Vehicle Safety/Action Steps:

Caregiver should assist [REDACTED] as needed to navigate street crossings, and to enter/exit vehicles and to utilize a seatbelt.

Unsafe Actions/Action Steps:

Staff/provider should utilize consistent auditory supervision with visual supervision every 1-2 minutes unless sleeping to ensure safety; Staff/provider should redirect [REDACTED] as needed from unsafe items—hot stoves, electrical cords, gas pipes, equipment that is running, for example.

Social Inclusion Supports

[REDACTED] should be provided with visual supervision at least every 1-2 minutes. [REDACTED] should be accompanied by staff when outside of her service area; however the staff's proximity to [REDACTED] may vary based on [REDACTED] current disposition, proximity of peers and the presence and/ or absence of other potential safety concerns. [REDACTED] should also be provided with verbal and/or physical assistance as needed (e.g. appropriately responding to emergencies and emergency drills, etc.), to help ensure her health and safety. Noted signs or symptoms of illness or injury should be reported to nursing.

[REDACTED] should be provided with the opportunity to receive physical assistance, as needed, with filing (not clipping) her nails using an emery board specifically for her, to maintain a smooth edge on her finger nails.

[REDACTED] should receive verbal prompting and physical assistance in regards to her personal hygiene and restroom needs (e.g. assisting with her brief, clothing, peri-care, hand washing, etc.).

[REDACTED] should receive verbal prompting and physical assistance during lunch and snack. Staff should sit to [REDACTED] right to cut food into bite size pieces and prompt her to take her time. Additionally, when [REDACTED] is eating non-finger foods staff can elevate and prop [REDACTED] right elbow approximately 2-3 inches above the table and provide physical assistance (up to hand over hand) as needed for her to grasp her utensil and move the food from her plate to her mouth.

[REDACTED] should be provided with relevant information (e.g. to include information about restroom usage) communicated to her team (e.g. her family or her provider) via a written log.

Editing Tracking Sheet

Name:

[illegible]

Questions?



UPCOMING Opportunities

Wednesday November 18 at 10:00 AM

How to Become and Independent Provider Training

THANK YOU



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