




## TITLE: Decision Making Profile

**SUBTITLE:** Supporting your team in aligning person centered practices with the HCBS Final Rule





**SUGGESTED TIME:** 47 minutes

**MATERIALS NEEDED:** Decision Making Profile Packet for each team member, blank paper or large post-it paper, pens

LENGTH	TITLE	ACTIVITY	WHAT YOU CAN SAY
2 min	<b>Welcome</b> 	Connecting your team to the purpose of today's video  <b>HOW TO DO IT:</b> <ul style="list-style-type: none"> <li>Gather your team around a screen so they can see and hear the video.</li> <li>Print the Gifts and Capacities Activity Packet for each team member.</li> </ul>	"Welcome, everyone. Today, we will continue our discussion on HCBS Requirement #2: Choosing where and how I live.  Our focus remains on supporting individuals in exercising choice and control over their lives. It's crucial that we help them make decisions based on their desires, not our own.  Today, we'll explore our own decision-making preferences and learn how to apply these insights to better support the people we serve."
5 min		<b>Play Video</b> 	
15 min	<b>Group Activity</b> 	Discover team members preferences when making decisions  <b>HOW TO DO IT:</b> <ul style="list-style-type: none"> <li>Hit the next button at <b>5 min 21 sec</b></li> <li>Each member of your team should have a blank reflection sheet (<b>Pg 3.</b>)</li> <li>Give each person 5 minutes for self reflection</li> <li>After 5 minutes, do a round having each person share their process and take away.</li> </ul>	"Does anyone have any questions on what we are doing? Wonderful, I would like us to take 5 minutes to do a self reflection and answer each of the questions on page 3."  <b>After 5 minutes</b>  "Time is up, did everyone have enough time to answer each question? I would like each of us to quickly share what you captured on page 3. As you are listening to your teammates responses, try to pay attention to their process and preferences to make a decision."  <b>Ask each person to share</b>  "I'm curious did anyone learn anything about their teammates?" (ask for a show of hands).  <b>Engage team on what they discovered.</b>



*If you have a large group, after self reflection, put your team into groups of four to share their reflections. Give 8 minutes, 2 minutes each person.  
After 8 minutes, ask each group to give a summary of what was discussed*

<p><b>19</b> min</p>	<p><b>Play Video</b> </p>	
<p><b>10</b> min</p>	<p><b>Group Discussion</b></p> 	<p>Create Decision Making Profiles for each person on your team</p> <p><b>HOW TO DO IT:</b></p> <ul style="list-style-type: none"> <li>• Pair team members into partners</li> <li>• One partner will ask the questions, while the other answers and writes their answers.</li> <li>• Switch roles</li> <li>• Capture ideas on how to implement and create action plan to ensure those ideas happen.</li> </ul> <p><b>Assign partners</b></p> <p>One of you will ask the questions first, as your partner is answering and speaking to what they need, make sure they are capturing their preferences on their page 9. After 5 minutes we will switch.</p> <p><b>After 5 minutes - Switch</b></p> <p>How was that for everyone, did you something new about yourself or your partner? How can we use this information to support each other on a day to day basis?</p>
<p><b>4</b> min</p>	<p><b>Play Video</b> </p>	
<p><b>2</b> min</p>	<p><b>What's Next</b></p>	<p> <b>SUGGESTED NEXT VIDEO:</b> Decision Making Agreement</p>