POSITIVE PERSONAL PROFILE

Employment Specialists Name: **Job Seeker Initials:** MW

Dreams and Goals	Interests
Live with friends in a group home or in an apartment Get a job to make money Go out on a date Travel to places like the Baltimore Aquarium and to London	Computer games Watching dvds Playing his keyboard Being with family for bbq's and holidays Doing Internet searches on topics of interests (mostly images)
Talents, Skills, and Knowledge	**Learning Styles**
Computer skills; data entry; basic Word documents with model or text to transcribe present Reading comprehension at 3rd grade level with text present Fast, accurate basic computation skills w/ a calculator; is able to do basic addition, subtraction w/out a calculator; able to count in multiples of 2, 5, 10, and 20 Good personal hygiene and personal behavior management Great attention to detail Fishing, bowling, swimming DART Paratransit use; Fixed Route experiences/with staff support	Best in small groups Structured, direct instruction Minimal distraction available Modalities; movement; music; visual (i.e. pictures, video footage or movies, samples); social
Values	**Positive Personality Traits**
Family Religion Spending time with friends and family Sense of fairness	Friendly, polite Good sense of humor Wants to do well; likes to learn new things Empathetic Willingness to help others Generally easy going Seems to enjoy nature
Environmental Preferences	**Dislikes, Pet Peeves, Idiosyncrasies**
nows a preference for worksites that are quiet, with a small co-worker ratio, and minimal need for expressive/social communication (i.e. answering customer questions) Prefers a warm vs a cold environment but is willing to work within either; prefers indoors vs outdoors, sitting vs. standing	Does not like people to yell at him or to see others being reprimanded Tends to be overly meticulous leading to compulsive nail picking, finger cleaning, ear scratching Engages in delayed echolalic speech (i.e. phrases or dialogue from a movie or computer game complete with sound effects) Very slow eater
Work Experiences	**Support System**
Job coach supported volunteer work skills acquisition opportunities through high school and post-high school educational programming (specific experiences list available) Office: Collating, basic filing, mail sorting, simple photo copying; stamping, addressing, placing labels on mailings Retail: pricing, zoning, shelving goods; stock room Janitorial: Light cleaning, mopping, sweeping, vacuuming, windows Food svc: Front end condiment replacement, wiping tables/chairs; sweeping floors without customers present	Family (Mother has guardianship) Church community DDDS FSS Transition teacher
Specific Challenges	**Solutions and Accommodations**
Tends to mind-wander Often unaware of surroundings- tendency to be self-absorbed Very distractible Does not always articulate with clarity Responds to questions with unrelated information Weak expressive communication Ineffective social interactions Gullible When distracted, his reliance on social cues at times causes him to llow the wrong group when in the community. ends to respond with "yes" to almost any y/n question Overly compliant Audible self-talk/delayed echolalia	Pictures/text Checklists Previewing instruction Reviewing step sequences prior to initiating a new or less familiar task Short, direct communication of directives or info Check for understanding Providing anticipatory prompts to awaken self-organization or problem solving skills Natural supports at the workplace

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MW will continue his transition programming at his current educational setting located at a four year college with access to typical peers and social activities.

MW would do well if placed in a very small work environment (i.e. a small office) with minimal distractions, or a retail setting where he could complete warehouse tasks or front end tasks during hours when he is less likely to be distracted by or have to interact with customers; as part of a small work crew completing basic custodial/light housekeeping tasks.

While not having actually experienced these environs, I can envision MW working here: library- shelving; electronic game store or movie store-stocking/caring for shelved items; working in data entry at a supported site; working stockroom or shelf care in a music instrument or computer store.

His attention to detail positions MW well to any task requiring accuracy. He would be very good with most light office tasks.

To live independently, MW would need supports to ensure that his basic needs are being met. When he is ready, he might benefit from beginning with a group home experience where he could have a sense of autonomy within a supervised/supported and safe setting.

At this time, I would advocate for MW to select a community work-related services provider that offers built-in programming that would encourage his continued participation in his community, exposure to new experiences, continued skill refinement, and the acquisition of new skills.

MW is also a very good looking young man who could be a photo model i.e. catalogs, clothing retail ads.

Positive Personal Profile

Employment Specialist Name: SC **Job Seeker Initials: MF**

Dreams and Goals ***Have a full time job working with hands*** ***Live with friends*** ***Play sports for the rest of his life*** ***Vacation with family and friends***	***Interests*** Puzzles, most sports, exploring internet, being included in non-segregated activities, exercising, animals
Talents, Skills and Knowledge ***Computer and data entry skills (uses home row keys)*** ***Can assemble and take things apart with visual instructions*** ***Excellent memory*** ***Grasps directions rather quickly*** ***Reads on grade level*** ***Good intellectual skills*** ***Physically strong with good stamina***	***Learning Styles*** Hands-on Kinesthetic Quick visual learner-sees a model of something and is able to put it together or complete the task with necessary supports.
Values ***Manners*** ***Watching and participating in sports*** ***Being as independent as possible*** ***Being competitive and doing the best he can with sports***	***Positive Personality Traits*** Comical, good sense of humor, willing and eager to be independent on the job or at whatever he does, personable, well dressed, age appropriate interests, communicates well, willing to try new things
Environmental Preferences ***Works well in a secluded area away from distractions, does not do well with boredom, and needs to be actively engaged at all times, uses intellectual skills.***	***Dislikes, Pet Peeves, Idiosyncrasies*** Negativity-negative words When others are instructed to do something Tedious work
Work Experiences ***Computer and keyboarding skills*** ***Assembles products for the home and classroom*** ***Unloads boxes and sorts by size and department*** ***Takes care of animals***	***Support System*** Excellent support system – parents work w/ individual to be as independent and skilled as possible. Coaches Grandparents, siblings, neighbors Teacher(s)
Specific Challenges 1. ***Initially oppositional-Almost habitual or reflex*** 2. ***Says, "I can't"*** 3. ***Comprehension is not as defined as reading decoding*** 4. ***Does not always offer responses to speaker*** 5. ***Speaks softly as times*** 6. ***Relies on parents to get around***	***Solutions and Accommodations*** 1. Have tasks written out or in diagram form 2. Work in a location where co-workers are independent 3. Have a trusted/patient co-worker go to person for support as needed 4. Travel Training on DART or Door-to-door service

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IKEA, Home Depot, Lowes, Babies R Us-putting together display models or customer's orders requiring assembling.

Explore career in sports field-Citizen's Bank Park/Lincoln Financial Filed/Blue Rocks assembling locker rooms-uniforms, equipment in proper order based on picture. Possibly entering stats into computer.

Retrieving information in company's data base (Court House, help desks) or Hospital looking up patient's room number or extension.

Join/Participate in New Castle County Adult Recreational Sports/Activities.

Positive Personal Profile

Employment Specialist Name: .

Job Seeker Initials: KS

Dreams and Goals Have a full time job with benefits so that I can support myself and live independently. I would like to learn a foreign language and join the Lutheran Corp to become a youth pastor, missionary or counselor.	***Interests*** The client is very interested in religion and is very active in her church. She enjoys bible study, psychology, reading, swimming, photography, cooking and attending the theatre. Client is very caring and wants a job where she is helping others.
Talents, Skills and Knowledge CNA Certification, BA Degree in Religious Studies and Educational Experience, Drivers License, Computer Skills, 8 years volunteer experience at the Mary Campbell Center working with mentally & physically challenged adults, Mission Trips abroad to Russia and Nicaragua, teaching a weekly class to children's about Jesus and the Bible.	***Learning Styles*** Client's ability to think and solve problems verbally is her strength. She learns best when verbal steps are in the correct sequence and can be written out and reapplied whenever it is appropriate.
Values To be independent, to have a place of her own and employment that is stable & secure. To work with others doing meaningful work in the nmunity helping other people preferably in a religious setting. To evelop meaningful friendships, to be involved in all facets of life and to develop a sense of self-respect. To be recognized for my contributions and to be accepted by others in spite of my shortcomings. To be open, honest and to serve God.	***Positive Personality Traits*** Client is very pleasant and respectful, is timely, has excellent attendance and is always prepared. She is motivated to work, is persistent in her efforts to find the right fit, and is open to trying new and different things. Client is thoughtful towards others, is kind compassionate and caring. She has a strong faith in life and in others and sincerely wants to make a difference.
Environmental Preferences The client will benefit from a highly structured environment with supervised interpersonal interactions, minimal demands for rapid processing or working memory, clear, explicit directions that can be repeated as needed, a quiet working environment and routine work with no novel problem solving demands.	***Dislikes, Pet Peeves, Idiosyncrasies*** Very concerned about what others think of her; she feels that people are just not interested in her People that are judgmental, impatient and lack understanding People with unrealistic expectations Fear of failure
Work Experiences Experiences working with young children as a summer camp counselor, day care provider, nanny, substitute teacher, teacher's aide and drop in child care provider. Experience working with senior's in a retirement home as an activities aide, director, event planner and CNA. Experience working with disabled adults as a recreation aide	***Support System*** Family Church Members Vocational Counselor Job Developer
Specific Challenges 1, Client has difficulty with attention, information processing, working memory and processing speed. This compromises her ability to perform tasks at a consistent level thus causing problems with her responding impulsively, missing cues and making multiple errors in er work that she will easily miss.	***Solutions and Accommodations*** 1, Have client repeat directions to be sure she was being attentive. Have the client write down verbal information so that she can process it or ask others for assistance. Client can write down verbal directions putting it in steps so that she can refer to it as needed. Have client work in a job that is not speed driven and where she will have adequate time to process information.

2, Client is socially awkward and has difficulty reading and nderstanding nonverbal cues and expressing herself via nonverbal .eans. 3, Client works much slower than average, many tasks that she might perform well on can be negatively affected by her low processing speed. Client has a poor working memory which contributes to the difficulty she has in following directions. 4, Client demonstrates an unusual degree of concern about physical functioning and health matters and often feels that her daily functioning has been compromised by numerous and varied physical problems.	2, Have client work with a therapist to decipher nonverbal behaviors of others in order to interpret them properly. Teach appropriate nonverbal behavior; how and when to express emotions and vocal intonation that expresses her mood. 3, Client will need clear, explicit directions that can be repeated as needed and written down for future reference. A quiet work environment with minimal distractions. Routine work with no problem solving demands. 4, Discussion with her physicians about physical functioning and health matters that she feels greatly impact her day to day life. Seek resolution to these physical problems by either eliminating them or learning how to manage them effectively through discussions with her physicians or therapists.

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KS would like a job where she can use both her medical skills and religious background. The working environment should be highly structured with supervised interpersonal interactions, minimal demands on her working memory or for rapid processing, clear, explicit directions that can be repeated as needed, a quiet working environment doing routine tasks with no novel problem solving demands.

Positive Personal Profile

Employment Specialist Name: **Job Seeker Initials: DRF**

Dreams and Goals Work **full-time**, instead of part-time; fly out every year (with her Mother) to vacation in Washington state visiting with her Aunt and Uncle; live in her own separate area (with her cat) in both her parents' homes ; go to movies with her friends and out to dinner with her family; attend family celebrations.	***Interests*** Working; movies, listening to music, going out with her friends and/or her family to movies, plays, or to dinner; bowling; bocce; Bingo on Wednesdays at the MANCUS foundation in Wilmington; television; reading her magazines (*Entertainment Weekly* and *MAD* magazine) plus the newspaper.
Talents, Skills and Knowledge Reading at 5th-6th grade level Math at 4th grade level Works as freight associate and has physical strength; Successful with custodial/cleaning, laundry, greenhouse duties/ Follows through on all personal responsibilities; Organized. Earns positive job reviews from supervisor.	***Learning Styles*** Hands-on; visual learner; learns quickly when job requirements (and work around the home) are modeled and, also, utilizes written check sheets
Values Family; independent self-care; interacting with people in work situations as well as with family and friends; being responsible about fulfilling assigned tasks on the job and at home.	***Positive Personality Traits*** Quiet; enjoys alone time but also likes working with people. Healthy; has had **NO** sick days on the job in 20 years. Punctual; ever eager for the work day/night to begin. Serious about doing her jobs (at work or home) correctly. Schedule and time-oriented; always conscious of what is to be done.
Environmental Preferences Full-time employment, preferably indoors. DAST transportation supplemented by family members for emergencies.	***Dislikes, Pet Peeves, Idiosyncrasies*** Mean or rude people; anyone who yells; an excess of spoken orders; interruptions in (or cancellation of) scheduled events. People who do not listen; does not enjoy working with small children. Anyone who interrupts a person already speaking. Frequent telephone talking is not in comfort-level.
Work Experiences Currently employed (for 9 yrs.) part-time as freight associate-*Kohl's*; prior employment (for 11 yrs.) at *Sears Fashion Center* working in a similar position. Takes complete care of pet cat. At home, vacuums, dusts, mops and sweeps, cleans bathrooms, collects the mail, puts away laundry, takes garbage cans down to the curb twice a week and brings them back, sweeps up falling leaves in the autumn, helps shovel snow in winter, and empties dishwasher. Uses microwave; can make her meals.	***Support System*** Family: Mother (at primary residence), Father, Sister and Sister's fiancé all living at "second home"—every other weekend and usually an overnight out-to-dinner or movie get-together every other Tuesday. Employment Specialist/Job Coach Special Olympics coaches and activities—ongoing participation since age 8.
Specific Challenges Adding new steps to work requirements without sufficient time to practice task which has been modeled by employment specialist or supervisor at work site.	***Solutions and Accommodations*** Full-time employment; directions administered visually (reference sheets) and verbally; modeling of required activities; review and reinforcement, adjustments where needed; employment specialist working alongside until comfort/familiarity level is reached.

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- This job seeker is currently working nightshift one day a week at a department store. Job seeker would like to work full-time hours. I have looked for additional hours through the same company-different locations.
- Ideal environment would be a quiet closed setting, away from the public.
- Housekeeping, manufacturing / assembly line, warehouse, factory, stocking, nightshift would all be ideal for Job seeker.

(*Parents' thoughts:* Though not explored *yet*, an office environment can be feasible, providing tasks are clearly defined. Too, prior formal employment (and home task experience) merits further examination for possible untapped opportunities).

Positive Personal Profile

Employment Specialist Name: **Job Seeker Initials:** A.M.

Dreams and Goals AM has the goal of obtaining a position that best matches his skill set. He is interested in engaging in meaningful activity in the community while maintaining social and recreational ties.	***Interests*** AM is interested in the events in the lives of his friends. He also enjoys following sports on television, and discussing the outcomes of sporting events. He also enjoys utilizing Facebook and playing videogames. He enjoys looking at nice cars, and evaluating their appearance in comparison to others.
Talents, Skills and Knowledge AM possesses the talent of organization, and is skilled at maintaining a clean and neat workspace. He is very interested in the quality of his work, and in the positive feedback it may receive. AM has very basic computer skills, including internet search, email, and Facebook. He in very inquisitive, and enjoys learning and experiencing new things. He has developed problem solving skills, and is very patient in working through issues with copiers, etc.	***Learning Styles*** AM learns best through visual demonstration and modeling. He is able to follow simple written directions if enforced with verbal direction and explanation.
Values AM highly values his social and familial relationships. He truly enjoyed his experiences at school, and they often dominate his conversations. AM values a clean, indoor environment and has not professed a fixation on monetary wealth as a factor of his successful employment. He has stated that he is rich already, even if those "riches" are composed of a mere few dollar bill in his wallet.	***Positive Personality Traits*** AM is recognized for his gentle spirit and helpful nature. He is very kindhearted and willing to assist anyone as needed. He is extremely interested in his environment and in the people in his environment.
Environmental Preferences AM prefers a climate controlled, clean and organized setting. He functions best with clear parameters of his workspace, including expectations concerning time allotment and outcomes. He enjoys working around other people, but functions well alone as well.	***Dislikes, Pet Peeves, Idiosyncrasies*** AM does not like loud, argumentative, or confrontational settings or individuals. He does not work well if his clothing frequently becomes mussed or soiled, and prefers to wash his hands immediately if they become dirty.
Work Experiences AM does not have any paid work experience, but has taken many positions in a volunteer learning environment focused on entrepreneurial preparedness. These positions included framing assistant, engraving assistant, and copy shop assistant.	***Support System*** AM enjoys the support of a loving and involved family. He had enjoyed strong relationships with teachers and classmates during his high school years, and now struggles to replace those supports in the post-education setting. AM is supported in his job development endeavors by an Employment Specialist. He is also supported in his job readiness skills training/maintenance by a Community Experience Program Instructor.
Specific Challenges AM is challenged to remain on task while searching for a job in the community and is somewhat distracted and disengaged at times. His main interests are often obsessions and unfounded concerns regarding the lives of former classmates, and the occurrences and status of his former school. AM struggles to continue to make the transition from the educational setting to the employment setting, including transference of skills.	***Solutions and Accommodations*** AM will continue to be encouraged to engage in those activities that will encourage the development of new social relationships and structure. AM will be continuously coached as to the expected outcome of job development activities and what it will mean in his life. He will continue to be coached during job development activities in effort to help him remain focused and attentive.

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Job development has already begun. We have searched for a position at local copy shops, as well as retail settings where his organizational skills can best be utilized. Job search will continue and broaden to office settings, corporate settings, and other retail settings.

Positive Personal Profile

Employment Specialist Name: **Job Seeker Initials: ZX**

Dreams and Goals • *Own his own home; move out from the home of his mom & dad* • *Have his own lawn care & landscaping business*	*Interests* • *Dad is self-employed 2 weeks/month on the Alaska north slope; dad loves being self-employed; ZX wants to be self-employed too* • *Self-employment interviews did not reveal leisure interests except solitaire*
Talents, Skills and Knowledge • *Unclear at this point; little sustained work history* • *Does not currently have knowledge and skills to operate his own business* • *Uses computer to play solitaire* • *Have not probed for other talents, skills, knowledge*	*Learning Styles* • *Not formally assessed* • *Possibly bodily kinesthetic and/or visual spatial*
Values • *Family affiliation—lives with parents* • *Older brother is a professor of chemistry; he admires his brother*	*Positive Personality Traits* • *I experienced him as friendly during interviews* • *Good eye contact* • *Aware of his challenges; doesn't discount them*
Environmental Preferences • *Outdoors* • *Might have a tendency to be a loner*	*Dislikes, Pet Peeves, Idiosyncrasies* • *While waiting for his VR appointments to begin, he would sit on the tailgate of his car; might have been so he could smoke*
Work Experiences • *Some prior lawn care work* • *Seasonal work at Walmart* • *Cashier work and shelf-stocking at grandparents' store in Alaska as a teenager* • *Campground host* • *Security guard* • *All work periods have been short—2 or 3 months*	*Support System* • *Lives at home with mom and dad. Often called his mom during interviews to check with her on things* • *Parents are in 60s* • *Older brother is 41; unclear how involved he is in ZX's live.*
Specific Challenges • *Great difficulty reading* • *Difficulty thinking logically, understanding cause and effect* • *Social adjustment (counselor experienced him as sexist)* • *Left-side hemiparesis arising from AVM at age 8*	*Solutions and Accommodations* • *Get oral instructions from boss* • *Get employer willingness to accommodate* • *Ask ZX for feedback to confirm his understanding* • *Identify a workplace mentor who can cue him on social interactions in real time* • *Modified equipment to eliminate need for left-side strength; or assistive technology*

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So far I have confirmed his interest in lawn care and landscaping and also recommended that he not pursue self-employment in this field. His counselor and I believe that he would benefit from achieving a period of sustained, successful wage employment in this field before considering a business of his own. As of today, October 19, 2011, we are precisely at the juncture between self-employment and job development.

Positive Personal Profile

Employment Staff Name: **Job Seeker Initials: S.C.**

Dreams and Goals -run a small junkyard and/or scrap business on a property that belongs to him -work in an auto repair shop or a scrap business	***Interests*** -auto repair -assembly/disassembly -recycling, salvage and scrap -mechanics
Talents, Skills and Knowledge -very good at identifying and pursuing resources -good mechanical skills -good dexterity with manual tasks -can operate motorized chair and riding machinery -manages his finances very well	***Learning Styles*** -visual -kinesthetic -hands on -experiential
Values -supporting friends and family -fairness -tasks/jobs that result in a "product" -acquiring items of interest (e.g., eagles, CD's, DVD's) -being able to earn additional income to "splurge" -independence	***Positive Personality Traits*** -very loyal to those he deems "worthy" -good "horse sense" -great self-advocate -extremely resourceful -tremendous capacity for personal growth -knows and/or is known by "everybody"
Environmental Preferences -outside work and/or work in a "shop" environment -would definitely not want to be in a office setting -very relaxed dress code and hygiene expectations	***Dislikes, Pet Peeves, Idiosyncrasies*** -dislikes people who do not follow through or do what the they will -hates taxes -poor hygiene -impulsive -low frustration tolerance
Work Experiences -did auto repair prior to his accident -worked at Burger King as a teen -manages a small scrap/recycling business	***Support System*** -great natural supports (e.g., Wally, Dennis, Harvey, Jane, Wright's -very involved circle (e.g., Rob, Kim) -lives near step mom and her boyfriend
Specific Challenges -speech is difficult to understand -unable to ambulate without support -transportation -very blunt and uses profanity -sense of entitlement	***Solutions and Accommodations*** -relaxed "shop" type environment -hand rails or ceiling rails for safe ambulation -work table that is wheel chair height

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I think for SC environment is the "key" to success. I would start with small businesses that may be able to carve out a role. I would target repair shops, auto body shops, appliance repair, and lawn mower repair. I might also look at some landscaping and/or grounds keeping opportunities. I would also bring his circle together to establish an inventory of potential contacts.