Person-Centered Planning Made Easy
The PICTURE Method

by

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The individuals described in this book are composites or real people whose situations have been masked and are based on the authors’ experiences. Names and identifying details have been changed to protect confidentiality.

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### Person-Centered Organizational Climate Survey

**Job title: ____________________________ Date: __________________**

*Instructions:* This survey is designed to determine the extent to which the atmosphere in your agency is person centered. You may be asked to complete this survey again at a later date. *All answers will be kept strictly confidential. Do not include your name on this survey.*

For each item, check the box that indicates how you feel about the statement.

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Disagree</th>
<th>Disagree somewhat</th>
<th>Agree somewhat</th>
<th>Agree</th>
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<tbody>
<tr>
<td>1. My agency encourages me to be creative in finding ways to help people with disabilities achieve their personal goals.</td>
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<td>2. Staff talk with the individual's family members on a regular basis about opportunities for the individual to be involved in their local community.</td>
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<td>3. My agency helps people with disabilities pursue their interests, even if my agency does not offer those interests as part of their program.</td>
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<td>4. My agency empowers staff to find solutions to problems that interfere with community inclusion.</td>
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<td>5. My agency encourages people to ask for what they want to advocate for themselves.</td>
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<td>6. Agency management takes risks to help individuals get what they want.</td>
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<td>7. My agency encourages staff to help people build on what they are good at.</td>
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<td>8. My agency is willing to change its goals and procedures to help people with disabilities pursue their interests.</td>
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<td>9. People served by my agency are achieving their dreams and ambitions.</td>
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<td>10. My agency has clearly explained my role in helping people with disabilities have more choice in how they live their lives.</td>
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<tr>
<td>Indicator</td>
<td>Disagree</td>
<td>Disagree somewhat</td>
<td>Agree</td>
<td>Agree somewhat</td>
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<td>11. Management regularly asks staff about what is working and what is not working, with an emphasis on the aspirations of each person.</td>
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<td>12. People served by my agency tend to participate in community activities alone or with one or two other people, rather than in larger groups.</td>
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<td>13. My agency encourages me to honor people’s choices and preferences.</td>
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<td>14. My agency has given me the training I need to help people be more included in their communities.</td>
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<td>15. My agency has given me the training I need to help people develop better relationships.</td>
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<tr>
<td>16. My agency has given me the training I need to help people be more independent in their decision making.</td>
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<td>17. People with disabilities travel to community activities alone or with one or two other people, rather than in larger groups.</td>
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Instructions:
This survey should be completed by management team members. Indicate whether the following are evident in your agency by writing Y (yes), N (no), or NA (not applicable) for each of the following.

1. Staff receive training in person-centered philosophy and practices.
2. Opportunities exist for making the transition to more individualized and inclusive school, work, or other day options or to smaller, more independent living arrangements.
3. People with disabilities have control or direct involvement in choices of supports and services.
4. People with disabilities have control or direct involvement in spending decisions.
5. Board membership includes individuals with disabilities.
6. Committee membership includes individuals with disabilities (one or more committees).
7. The agency recognizes individuals and teams that promote best practices in community inclusion, self-determination, and relationship building.
8. The agency has flexible funding mechanisms and opportunities.
9. There is a mission statement that references person-centered values and goals.
10. Management communicates with people with disabilities and staff to find out what is working and what is not working, with an emphasis on individuals’ aspirations.
11. The agency collaborates with community resources in ways that promote inclusion.
12. The organization employs measures that assess quality of life to improve services.
13. The organization employs measures that assess satisfaction by people with disabilities to improve services.
14. Staff surveys assess how staff feel about their jobs.
15. The management team systematically evaluates its own capacity to provide individualized services and supports.
16. The organization promotes person-centered philosophy by disseminating information about person-centered principles (e.g., newsletters, bulletin boards, published literature).
17. The agency sponsors forums (e.g., conferences, meetings, discussion groups) that promote person-centered practices.

18. Job descriptions reflect a person-centered focus or they are being redesigned with that focus.
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