

Direct Support Professional (DSP) Roles, Self-Care & Boundaries

As a result of participating in this segment of training, you will be able to:

1. Illustrate at least 2 ways to build relationships that involve respect, value or equity
2. Point out attributes of cultural competencies (being aware and respectful of the many differences between people)
3. Explain the value of cultural competency in working with individuals you are supporting
4. Identify attributes of professional behavior in the work setting as a direct support professional
5. Differentiate behaviors as acceptable in either this work role or at a friend's home
6. Classify behaviors of appropriate professional boundaries
7. Define the expectations of a direct support professional role
 - a. Cell phones
 - b. Internet use
 - c. Photos
 - d. Eating food from the household
 - e. Borrowing clothes
 - f. Buying yourself a coffee when supported individual is getting a coffee
 - g. Recognizing and respecting the culture of the individual being supported
 - h. Staying after work to continue watching a show or game
8. Identify requirements that must be completed prior to performing specific nurse-delegated tasks
9. Recognize at least 3 boundaries to use in specific, challenging scenarios
10. Define grief and loss;
 - i. Describe common losses an individual and long-term care worker may experience;
 - ii. Identify common symptoms associated with grief and loss;
 - iii. Describe why self-care is important during the grieving process; and
 - iv. Identify beneficial ways and resources to work through feelings of grief and loss
11. Examine options for debriefing regarding work
12. Give examples of self-care
13. Construct an action plan for self-care when working in this role



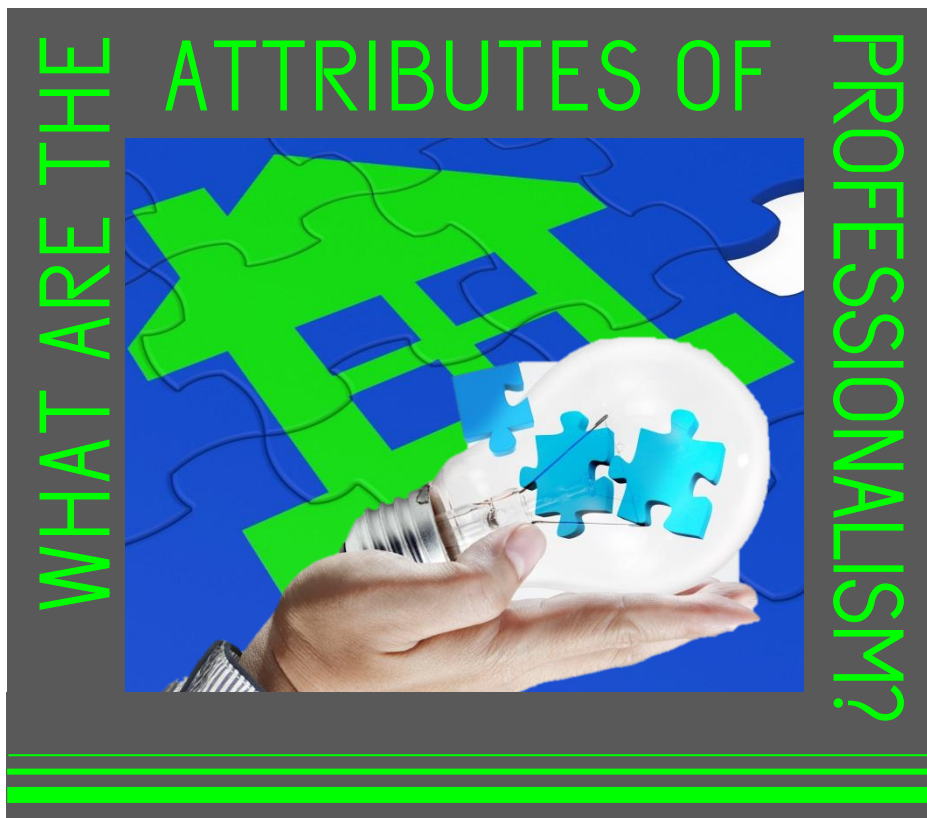
CULTURAL COMPETENCY

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What is it?

Why is it important?

How do I practice it?



How might some behaviors be acceptable in your friend's home but not in the home of someone you support?

ORIENTATION GAME

Read each scenario and decide if it is an acceptable professional boundary or not	NO X	YES O
You should give your phone number to people you support so they can contact you when you're not on shift.		
Posting pictures of the people you work with on your Facebook page is a great way to help them meet new friends.		
Your lunch was forgotten at home today and you're hungry. You know the person you support has a personal stash of cashews. If you just take a handful no one will notice.		
You're out hiking with someone you support when the weather shifts and it begins to rain. You have an extra jacket but the company has a "no loaning or borrowing" policy. Should you lend her the jacket?		
While out running errands, the person you support decides to stop for coffee. Since you are a little short on cash you borrow some of their spending cash to pay for your coffee, too. This allows you both to sit down for a nice break.		
Growing up in England you have never celebrated the Thanksgiving holiday. There are only two people living in the home where you work so it seems foolish to buy them a whole turkey to celebrate a single day. You decide to buy lunchmeat and make turkey and cranberry sandwiches.		
The game is tied and there are only 10 minutes left on the clock. Your scheduled shift is over and you're off the clock so you sit down with the guys you support to watch the end of the game.		
You've taken the core curriculum class and have been delegated to assist the two people you support. An eardrops prescription was just delivered to address one person's ear infection. The prescription states to begin as soon as possible. You've left a message with the nurse and are waiting for him to call you. Two hours have passed. Should you go ahead and put the drops in her ear?		

My Notes

Finding creative and fun ways to help individuals learn meaningful skills to increase independence, and providing them with information to make informed choices for themselves

Resource

Supporting individuals in leading independent lives and participating in and contributing to the community

Partner

Connecting to the individual's world such as neighbors, existing friends, new friends and others in the community

Ambassador

Supporting individuals in exercising their rights and responsibilities

Advocate

Giving instruction and support in areas of health and safety and in competencies in of daily living skills

Provider

Seeking to understand the likes, dislikes, hopes, and goals of the individuals you support, and cheering individuals on as they make progress toward their life goals

Encourager

Teaching new skills to help people achieve independence in their lives

Teacher

Making decisions for individuals based upon what you believe is best for them

Director

DSP ROLES



WHAT TO WEAR WHAT NOT TO WEAR



My Notes

Professional Boundaries

Read the definitions, then place the words on the right into the corresponding descriptive sentence.

Begin and end shifts as they are scheduled to help maintain a good balance between work life and home life.

Be _____.

Appearances

A friendly staff is different than a friend. Following individual plans and company policies provides clear expectations for everyone involved

Avoid Special _____.

Opinions

Sharing any work related information on personal social media sites is problematic and potentially illegal.

_____ Consideration.

Favors

A handshake, high-five or a pat on the shoulder models socially appropriate greetings.

Do keep _____ Contact Professional.

Borrowing

Do not give or lend money, clothing or any personal items to or from those who live where you work.

_____ is never acceptable.

Where

Be respectful of other people's religious, political and social beliefs. Keep your personal beliefs private.

Personal _____ and _____ belong in your personal life.

Social media

Complaining about job duties and co-workers or the use of profanity creates a hostile working and living environment.

Engage in polite, _____.

Present

Closed toe shoes, clean, casual clothing covering the torso and thighs, provide a measure of protection and reflect your professional attitude.

_____ matter.

Conversations

Consider who to speak with for a crucial conversation regarding co-workers, practices, or personal issues that may impede your ability to provide support.

Know _____ to go.

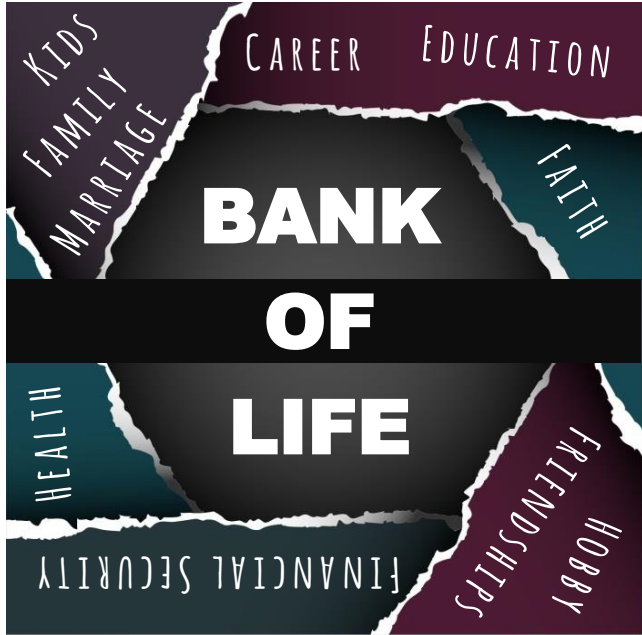
Physical

Professional

Beliefs

Step 1

In the spaces provided, make a list of 5-6 areas in your life that are currently most important to you. Elaborate by briefly noting why it's important.



1. _____

2. _____

3. _____

4. _____

5. _____

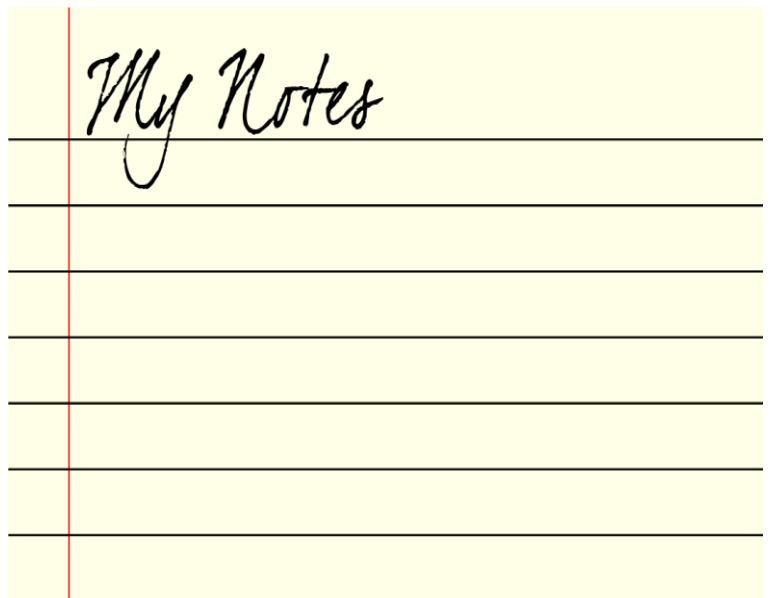
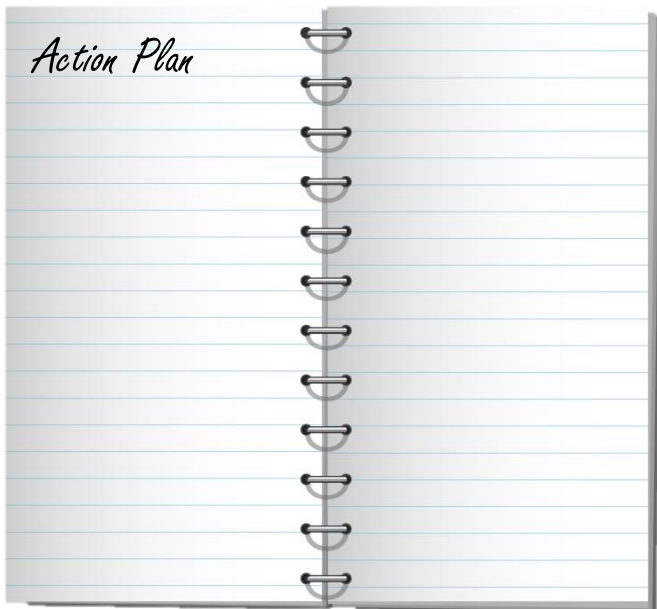
6. _____

Step 2

Identify those priorities that you are attending to the most, and those you are attending to the least.

Step 3

Create an Action Plan for one of the areas that you would like to make improvements in.



GRIEF RESOURCES

- **Local Support Groups** Support Groups bring people together to share success and sadness, hope, and encouragement recognizing a person is not the only one suffering or recovering from a loss.
- **Health Care** Doctors may find it clinically necessary to help jump start serotonin or to help maintain a healthy level of serotonin to manage depression.
- **Counseling** There are a number of different styles of counseling to help a person resolve ongoing issues with grief or loss.
- **Spiritual Guidance** A spiritual leader can lead prayers and listen, provide comfort and guidance during a personal crisis.
- **Yoga** Yoga is a form of exercise that can help people with physical and mental balance, strength, and personal centering.
- **Exercise** Doing strength building, playing on a team, blowing off steam with physical exertion are all healthy acts that help to recover and rebuild after setbacks
- **Friends** The best friends are those who listen without judgment, love without expectations, and will sit quietly when that is what is needed most.
- **Red Cross** The Red Cross and other local help groups respond to house fires and natural disasters with supports to keep people safe during crises and recovery.
- **Creativity** Painting, drawing, coloring, cooking, playing drums or musical instruments, singing etc. all use the creative parts of the brain which help recovery
- **Hotlines** Mental Health Hotlines are there in the moment to listen and provide immediate support during emergency and suicidal ideation.
- **Volunteer Opportunities** The opportunity to Volunteer takes the mind off of personal loss and allows us to give to others which in turn is uplifting.

My Notes

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