



WELCOME

Person Centred Planning with Young People



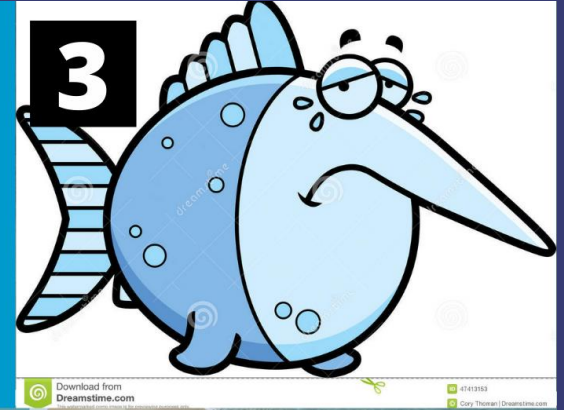
Jon Ralphs, Associate, NDTi
Thomas Henley, Associate, NDTi
Robert, Tanzie, Arnold, Emma, Young People



Please put your name and a number relating to how are you feeling right now with a few reflections why you chose that fish.



Time to Talk Next Steps
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Recording



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The session will be 1 hour long

- We will start with introductions
- Then we will share information about our work
- At the end we will answer questions

If we don't have time to answer your questions we will come back to you after the session with the answers.

This session will be recorded and shared with the public.

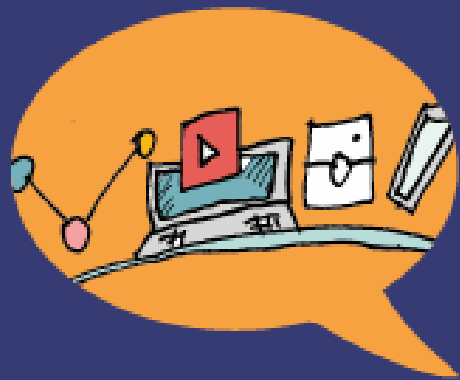
Just the presentations will be recorded.

The question time following the presentations will not be recorded however some questions may be noted down anonymously and added to the transcript for others to learn from.

The recording will be edited to our greatest ability so that there are no videos or names of participants shown when it is published to the public.

Please help us keep your personal information safe by staying on mute during the presentations.





Please put your name and your interest in this session in the chat



Put your questions in the chat or you can ask them at the end



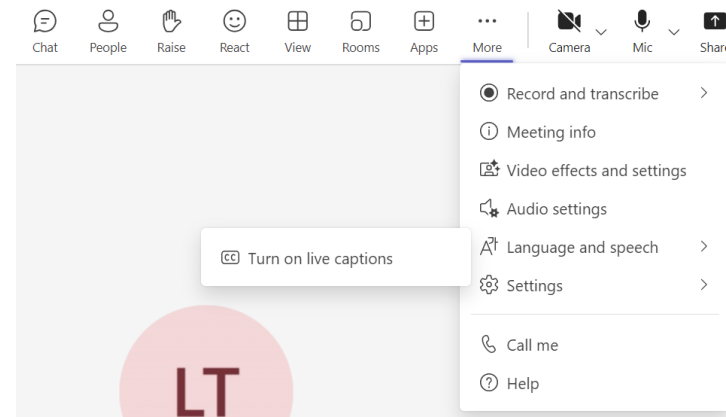
You can keep your camera on, or have it turned off – we'd love it if you can give us a wave 😊



Please keep your microphone on mute while people are presenting

If you want to turn on automatic captioning, you can do this by:

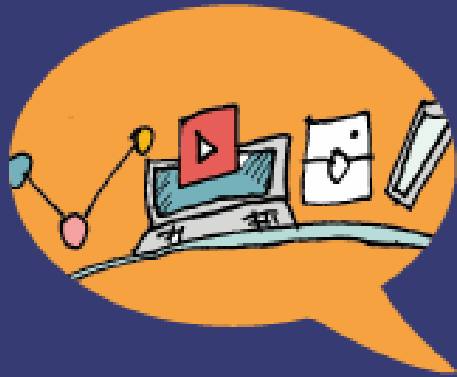
Teams



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Time to Talk Next Steps



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Time to Talk Next Steps is a rights-based support programme for young people with additional needs aged 16 – 25 and their family/carers (in England)

NDTi has run this programme **in partnership with Contact**, a national organization which provides support, information and advice to parents and carers (www.contact.org.uk)



The programme has run for 3 years (2021-2024) and been funded by the **National Lottery Community Fund**.

Young people, family/carers staff and associates are running online sessions this week to celebrate, share learning and give examples of how Time to Talk Next Steps has enabled young people and their family/carers to

- Build confidence and learn new things
- Have their voices heard
- Meet other people facing similar challenges
- Move forward in their lives



National Development Team for Inclusion (NDTi)



www.ndti.org.uk

We are a not-for-profit organisation working to enable people at risk of exclusion, due to age or disability, to live the life they choose.

Our work aims to drive inclusion by:

- enabling people's voices to be heard
- coproducing programmes & resources which celebrate what's possible
- supporting changemakers & building self-determination

[Time to Talk Next Steps](#) has been run by the Children and Young Peoples Team at NDTi

Other work includes and [Preparation for Adulthood Internships Work \(Employment\)](#)



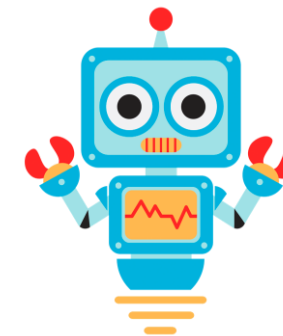
Who Am I?



- **Autistic Expert-By-Experience (Diagnosed at 10 y/o)**
- **Content Creator, Trainer and Public Speaker**
- **Instagram blogger!**
- **Prior NDTi employee at Time To Talk - Next Steps**
- **Facilitated peer support meetings**
- **Now an NDTi Associate through my own business**



Why Person-Centred Support?



- Best characterised as a contrast to a generalised and system-based approach to support
- Disabled people differ **MASSIVELY** in traits, support or communication needs and skills **ON TOP** of personality
- 3 key examples...

Example 1: Personal Profiles



- Get's them to think about their interests and skills
- I help them draw out workplace skills
- Helps understand needs
- Blueprint for employers
- Personal design
- Got a job, out of the house!

Canva



1:30hr

WORK EXPERIENCE:
TV PRODUCTION OPERATIVE
SOCIAL MEDIA ASSISTANT

Robert

SKILLS

- IT skills
- Writing For Social Media and Articles
- Teamwork
- Creative
- Reliable & punctual
- Contentious
- Attention to detail
- Kind & Effective communicator
- Considerate
- Proactive
- Video Editing
- Photography and Image Editing
- Keen To Learn

INTERESTING FACTS

- I love video games
- I'm a big family person
- I'm a socialite and spend a lot of time with friends
- I'm a big fan of Formula 1 racing and Motorsports
- I watch YouTube to relax!
- I love photography
- Anime and Virtual YouTubers are an interest of mine
- Japanese culture

WORK W/ ME

- Clarity with instructions
- Independence but with support available if needed
- Written instructions
- Time to process and explain w/o immediate judgement
- Small or big tasks are good!
- Constructive criticism and motivation
- I love to chit-chat!
- Break down complex tasks for me

NEED SUPPORT WITH

- Big and sudden changes
- Integration socially into the workplace
- Apply my skills to a working environment

THE THOUGHTY AUTISM PODCAST

Example 3: My Work At NDTi



- I didn't need any help with the actual jobs or what usually helps Autistic people



- Supporter not job coach!



- Crafting a job mainly around my strengths



- I actually needed help with:

- **Executive Functioning** (Organisation and Planning)



- **Communications** (bullet emails, meetings & advocacy)

- **Emotional Dysregulation** (emergency support)





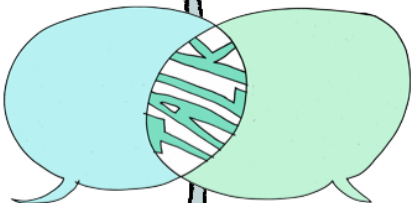
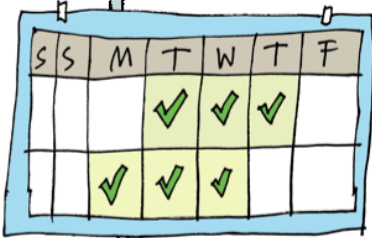

Example 2: Short Video W/ Tanzie



- An atypical example of a person-centred approach that worked
- Tanzie really wanted to show off her skills within a video
- Tanzie enjoyed making it and it showed her personality and enthusiasm for work
- Was shown to employers, got her an interview and a job at H&M!
- <https://www.youtube.com/watch?v=3wPkPe1jw0>



Tanzie's Decision Making Profile

HOW I LIKE TO GET INFORMATION	HOW TO PRESENT CHOICES TO ME	WAYS YOU CAN HELP ME UNDERSTAND	THE BEST TIME FOR ME TO MAKE DECISIONS	THE WORST TIME FOR ME TO MAKE DECISIONS
<p>Please talk with about the decision I have to make.</p> <p>Let me watch a video about the choice I need to make this can really help.</p> <p>Send me the information I need in an email.</p> <p>Pictures can also help.</p> 	<p>Give me two choices</p> 	<p>I need time to think about my choices and decisions.</p> <p>it's good to have someone in the room if i need to check my thinking they can also help me to understand what you've said.</p> <p>Let me talk with my mum after we have met because I trust her</p> <p>If I create a powerpoint presentation can help my thinking about the decision</p> 	<p>Let me look at my calendar on my wall and on my iPad to see if i'm busy or not.</p> 	<p>First thing in the morning. before I go swimming on Thursdays or work on Sundays.</p> 



Tanzie said: 'I love my job at H&M. It was good to meet my MP Ranil to tell him about the work I do. I liked being on the till and talking to him.'



The secret ingredients of the secret sauce



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- **Start with what matters not what's a matter with the young person**
- **Find a conversation style / platform that makes sense to the young person**
- **Be curious and flexible**
- **Be authentic and honest**
- **Use the right tool for the job**



YOUR DEFAULT SETTINGS



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What matters... Matters



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The screenshot displays a Zoom meeting interface with a shared whiteboard. The whiteboard content includes:

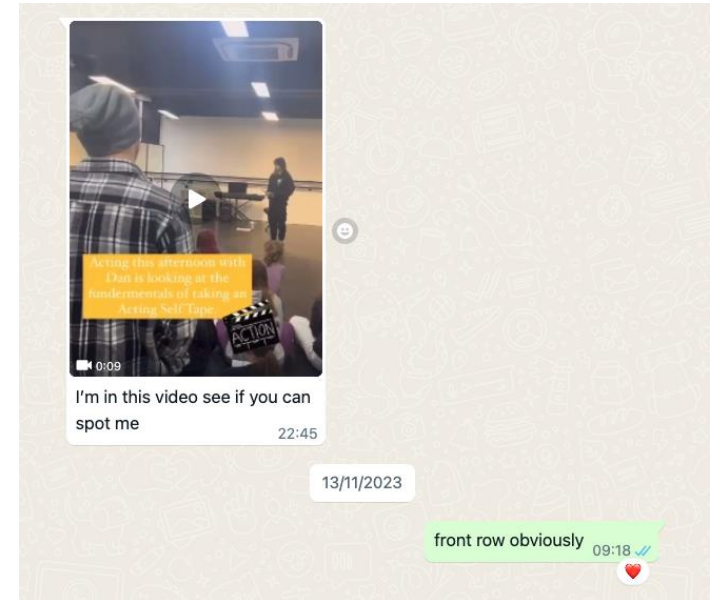
- A yellow rectangular box containing the text "Creativity group".
- A hand-drawn rabbit with a thought bubble above it that says "What do you think?".
- A text box at the bottom of the whiteboard that says "the rabbit's name is Willia".

The Zoom meeting controls at the bottom include: Mute, Stop Video, Security, Participants (2), Chat, Share Screen, Polls/Quizzes, Record, Captions, Breakout Rooms, Reactions, Apps, Whiteboards, and an End button. The top of the window shows a status bar indicating "You are co-editing Joe & Ilana N-C's whiteboard" and "View Options".





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When
What day
how long
how fast
how slow



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RIGHT TOOL FOR THE RIGHT JOB



Start with
the end in mind



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TONY'S PATH

NOW

- ✓ TALK TO JOSE (UNI TEACHER)
- ✓ BEEN WITH HANNAH 3 YEARS
- ✓ UDEMY COURSE

- ✗ Don't feel I'm good at anything
- ✗ NOT LEARNING LANGUAGES RIGHT NOW
- ✗ NOT USING MY TIME WELL RIGHT NOW.

WHO CAN HELP?

JOSE

DAD

HANNAH

FRIENDS

I speak Korean

I teach VISUALS

STRONGER

I HAVE A STRATEGY FOR WHEN I PLATEAU OR DON'T SEE AN IMPROVEMENT

INDEX CARDS

QUICK WINS

AGED PLAN

recognise distractions + DEAL WITH THEM

USE MY TIME WELL

GET MOTIVATED

my foundation of self esteem

FIRST STEPS 3 MONTHS 6 MONTH 1 YEAR 2 YEAR NORTH STAR

RESEARCH LANGUAGE COURSE

STARTED COURSE

GOOD AT KOREAN

STRONG AT SPEAKING KOREAN

SPEAK MANY LANGUAGES

RESEARCH FOR B-PLAN

FORMAT

I KNOW... FROM MARKET RESEARCH

BUSINESS PLAN WRITTEN WITH JAVIER

PLAN COST-BENEFIT YES OR NO

GIGA GAMES PLAN IS REAL

I HAVE MY OWN BUSINESS

ONLINE COURSE

1-2 go to images

TONY'S ONLINE PORTFOLIO

TONY

I CAN DRAW REALLY WELL!!

ON BRAND

DESIGN

CLOTHING BRAND I'VE DESIGNED

my own place just outside London

TRAINING PROGRAMME

GYM WORK

LEFT SIDE SKILLS

REVIEW (COVID)

might take a little longer

TEAM TRY OUTS

PART OF A TEAM!

TRICKS AS WELL

SHOWING WHAT I CAN DO OUTSIDE OF NATURAL HISTORY MUSEUM

AREAL ASSET TO THE TEAM

TONY MAKES A DIFFERENCE

FIT

TONY

BUILD AN ICE RINK

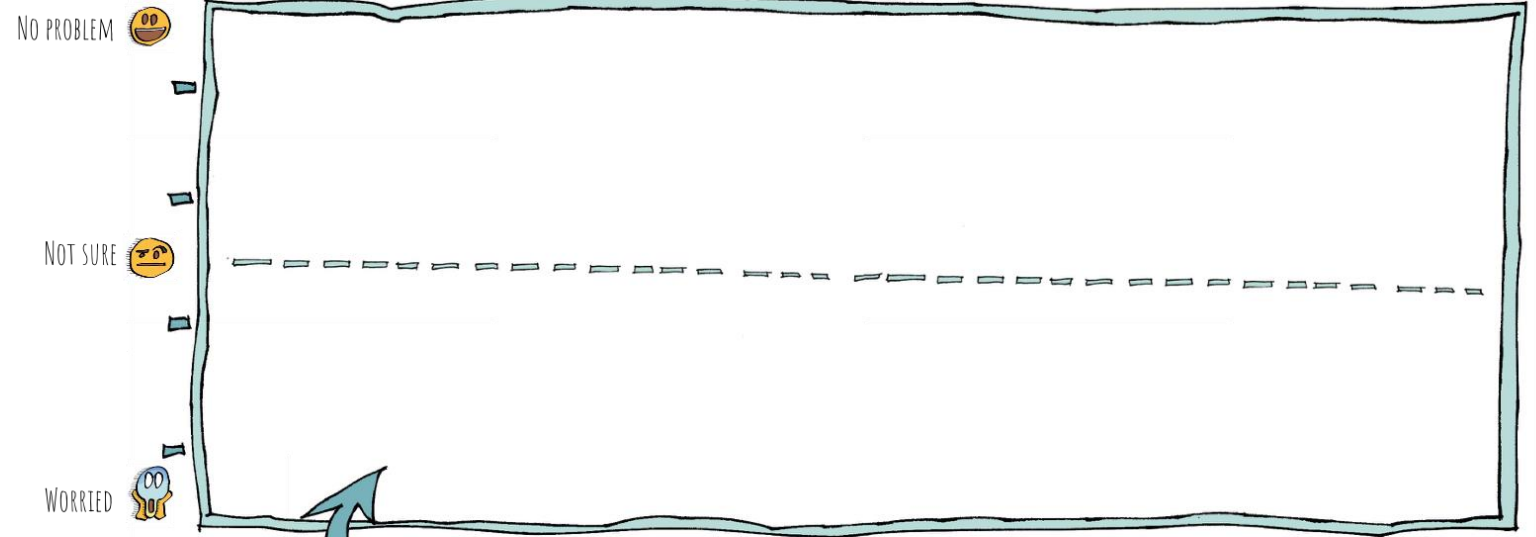
PLAYS AROUND THE WORLD.

TIME TO TALK



Coping strategies

Things coming up in the next few weeks months



PLOT THINGS ON THE CHART

WHAT CAN I DO TO MOVE THINGS I'M WORRIED ABOUT UP?

WHAT CAN OTHERS DO TO HELP?



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What matters island



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NAME
DATE

WHAT PEOPLE LIKE ABOUT ME

IF I COULD... I WOULD...

WHAT I WANT IN THE FUTURE

WHAT MATTERS ISLAND

PEOPLE

WHAT I'M GOOD AT

WHAT NEEDS TO HAPPEN

THINGS TO DO

THINGS TO HAVE



Be curious



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69 16:28:39 From To Everyone:
70 | yeah I love harry potter
71 16:29:27 From To Everyone:
72 | yeah maybe 5 times and going in january
73 16:29:44 From To Everyone:
74 | it'll be in the snow
75 16:30:29 From To Everyone:
76 | yes
77 16:31:04 From To Everyone:
78 | yes
79 16:31:31 From To Everyone:
80 | yeah
81 16:31:55 From To Everyone:
82 | not so much recently
83 16:32:26 From To Everyone:
84 | both my grandads passed away this year
85 16:32:44 From To Everyone:
86 | yeah lots
87 16:33:11 From To Everyone:
88 | yeah
89 16:33:29 From To Everyone:
90 | both
91 16:33:50 From To Everyone:
92 | yes
93 16:35:00 From To Everyone:
94 | sounds okay
95 16:35:52 From To Everyone:
96 | marie the head person there
97 16:36:21 From To Everyone:
98 | yeah
99 16:36:55 From To Everyone:
100 | no
101 16:38:24 From To Everyone:
102 | yeah
103 16:38:49 From To Everyone:
104 | watching anime
105 16:39:48 From To Everyone:
106 | yep see you then
107

'What matters island'

People that Matter

I asked you who is important in your life you said about your parents, your dog called Daisy your cat called your brother. You didn't mention about bringing any friends to what matter island.

Things that Matter

I said what things would you like to bring you said phone and medication I asked you what you'd use your phone for, and you said watching things on TikTok, you don't have a favourite influencer.

Things to do

The activities you'd like to do in this place where there's nothing you mentioned about gaming, maybe taking a football as well. Our conversation went on what football team you support, and you said Charlton you think this came from your grandad supporting that team. I also said if there was a place you would really love to be with that being mentioned Harry Potter world. You Just love it all.

What I'm Good at:

I asked you about what super strength you have what you're good at and I know that it's a tricky difficult question, but you came up with you are **kind**. That's a great value to have Sam. You also mentioned the skill you have his **football**. You don't plan any more but used to play on the left wing Then asked about a head skill that you have, and you mentioned that you're not bad at **maths** I said is it okay to ask your mum what she thinks you're good at what your super-strength and you said yes so, I'll send that in an email, and I'll follow that up.

What other people say

has good attention to detail, especially with his collections eg if a pop has the correct number to show its genuine, if the box has a crease etc. He has a good memory and super sensitive hearing. If he finds something he's really passionate about he is totally committed to that subject and focused on it. He is good at gaming on his PC and Xbox. is sensitive, caring and thoughtful.

Aspirations – if I could... I would...

You would really like to focus on the world of work, and you would like to make music or become an animator. You're doing music at college, and you have a studio that you can go in. In the future if you would love to have your own studio where you can make rap music. You also mentioned that you would love to get into animation, but it would be computer-based you're not sure what sort of animation, but you do like the animation from South Park.

Relationships friendships and being part of your community

Thinking about friendship and relationship you said yes, you'd like to think about relationships and friendships, and we agreed there's a real spectrum that probably needs to be explored. Independent living



BUILDING MY SELF-ESTEEM

Self-esteem is such a highly personal construct and it's possibly one of the most important things we have to work on consistently throughout our personal development journey. This model will guide you towards building your self-esteem. In each building block, fill in the prompt provided below. Start at number 10 and work towards 1:

1. All of these building blocks below tells me that I am...

6. One thing I want people to remember about me...

2. One thing I am proud of having accomplished...

7. One affirmation I can repeat daily to build my self-esteem...

3. One thing I have overcome that I am proud of...

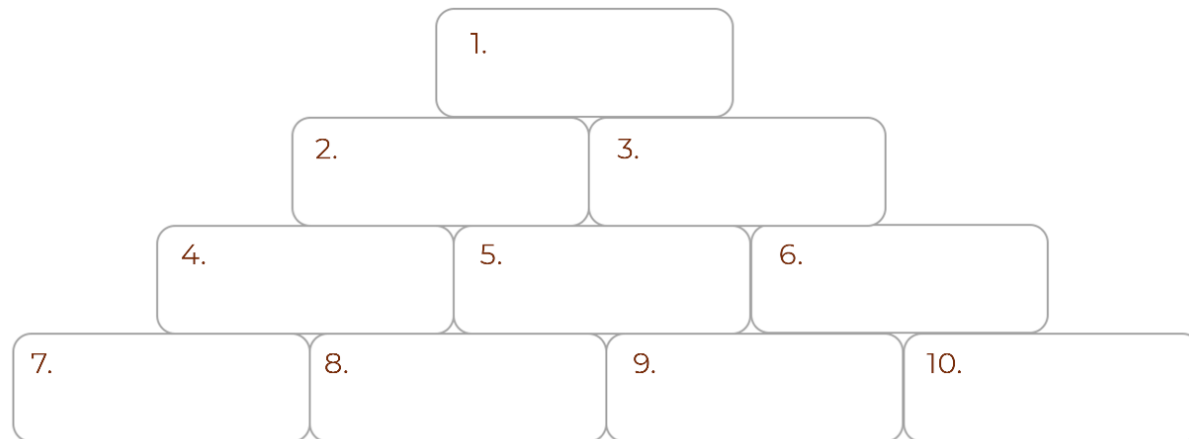
8. One thing I did in the past to help someone...

4. I feel good about myself when I am...

9. One positive characteristic I have...

5. One thing I am really good at...

10. People always compliment me on...



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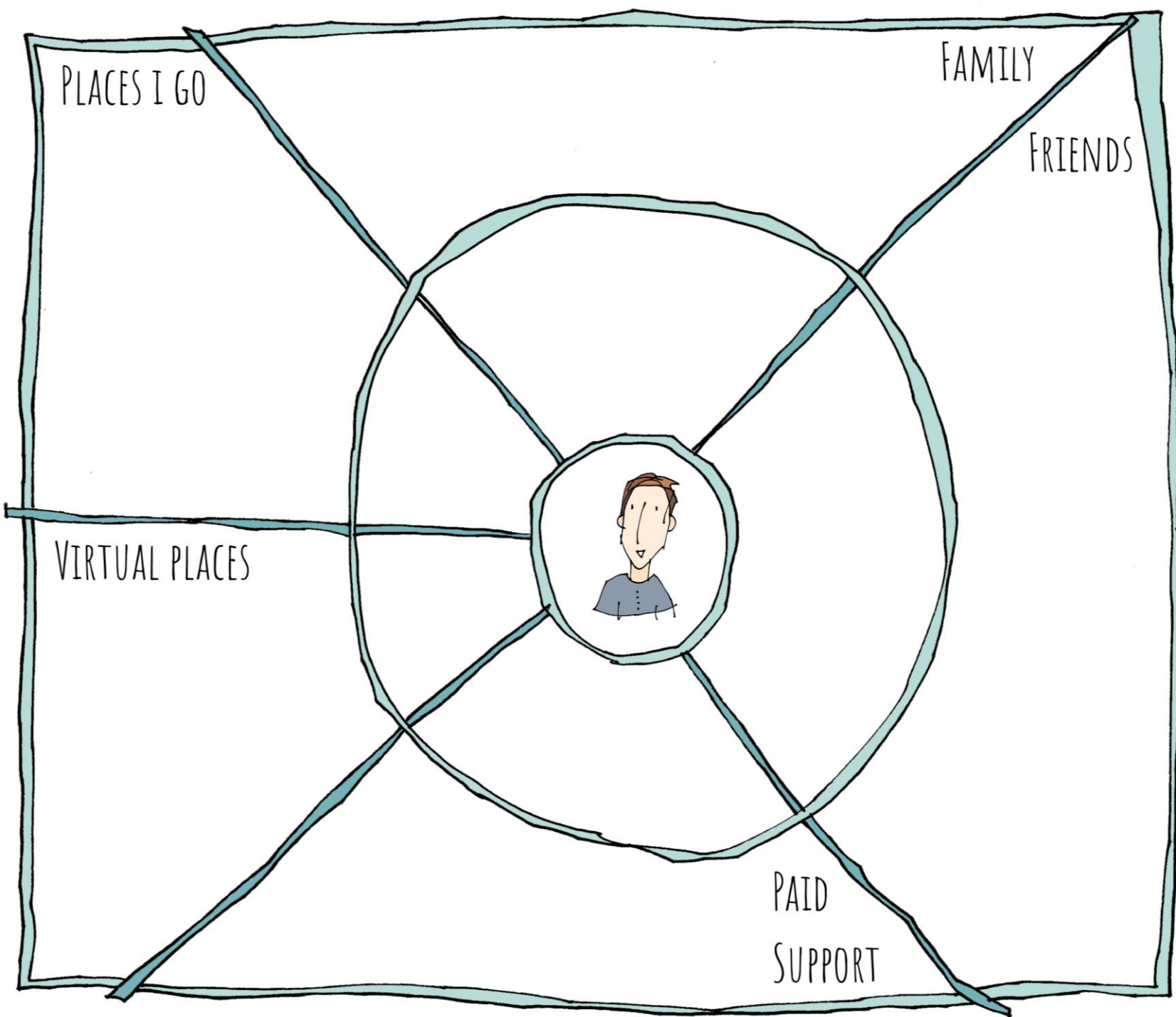


Robert's

Decision Making Profile

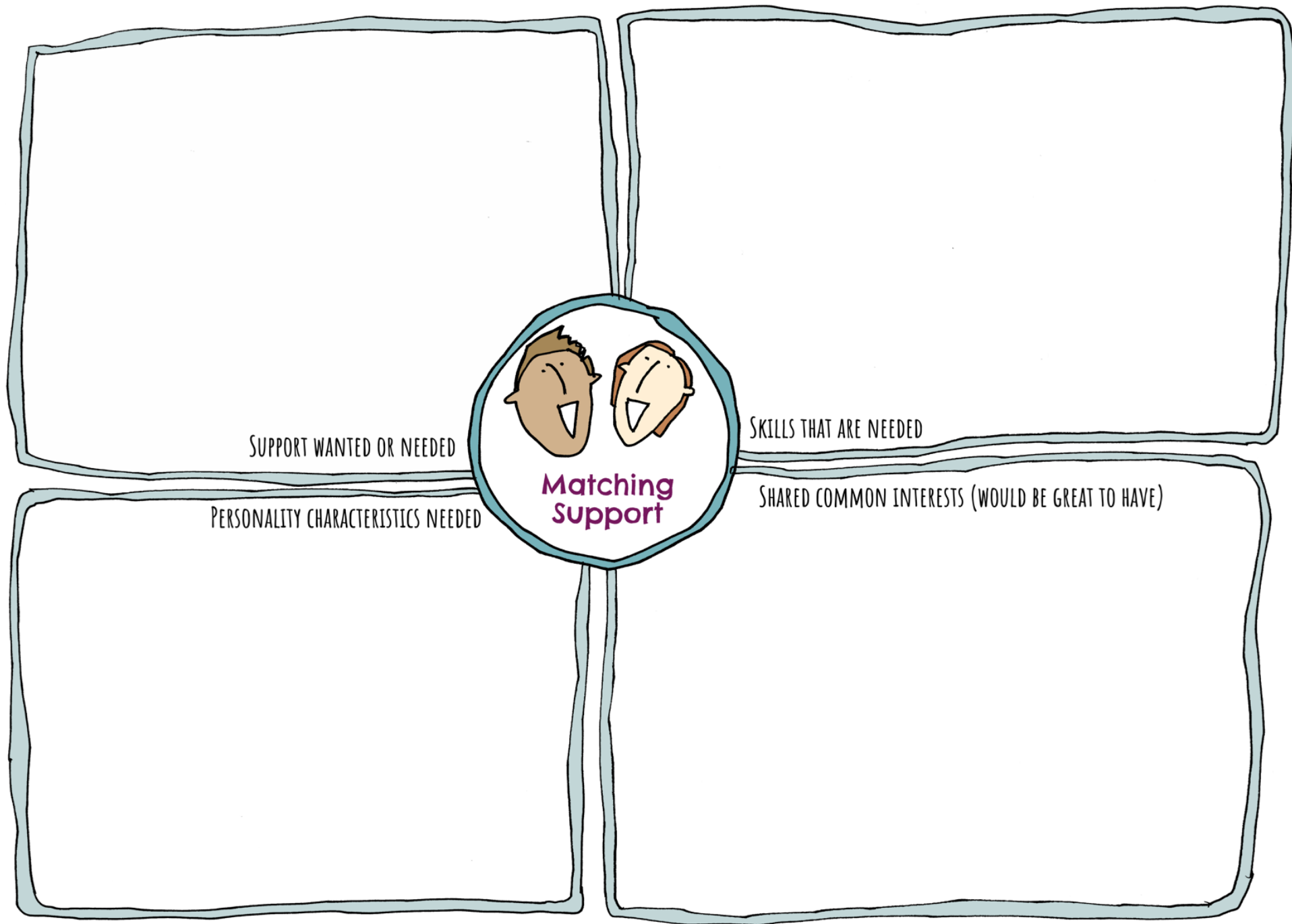
HOW I LIKE TO GET INFORMATION	HOW TO PRESENT CHOICES TO ME	WAYS YOU CAN HELP ME UNDERSTAND	THE BEST TIME FOR ME TO MAKE DECISIONS	THE WORST TIME FOR ME TO MAKE DECISIONS
<p>It depends!</p> <p>It depends on how reliable the information is from the person or the source.</p> <p>I like to speak to people face to face. I might also go and do more research.</p> <p>I find it helpful when I have more than one source of information.</p> <p>I use the internet a lot - it is usually Google, YouTube and most social media.</p>	<p>it depends!</p> <p>When people tell me directly (ideally face to face).</p> <p>I also like to have the information on paper so I can read through as I remember information better when it is in front of me.</p> <p>I do not mind either of these and I remember information when it is in front of me.</p>	<p>Give me time to think about the information you have given me.</p> <p>I do not like to be rushed or pressured</p> <p>Tell me, give me written information, and speak to me again to remind me if I have forgotten to make a decision.</p> <p>I like it when people are clear and tell me exactly what they mean and that I have a decision to make. I like it when people check, check and double check I have understood.</p> <p>It doesn't matter how you help me to understand as long as I and the person helping me are comfortable.</p>	<p>There's no definite time -</p> <p>As soon as possible - not leaving it to the last minute - because I will panic - I'm terrible for it.</p> <p>As long as I know what is expected and what I am doing - the sooner the better.</p>	<p>Really early in the morning. Like before 8am!</p> <p>Really late at night, especially when I'm asleep!</p> <p>So, not between 10pm - 8am.</p> <p>Do not rush me! I like to know exactly what I am doing so that I can prepare.</p>





Relationship Map





What's working?

What's not working?

WHAT ARE YOU GOING TO KEEP, DEVELOP OR GROW?

WHAT ARE YOU GOING TO CHANGE OR LET GO OF?



Preparing for Adulthood: Person-centred Planning Tools

Introduction to Person-centred Planning

In 2020, NDTi refreshed a suite of person-centred planning materials as part of our delivery of the Preparing for Adulthood programme.

Guidance

Introduction to Person-centred Planning

Person-centred Planning: Background & Approach

This article was written by Linda Jordan for Special Needs Jungle to summarise the background and approach of person-centred planning.

Article

Person-centred Planning: Background & Approach

Planning My Future Life

A person-centred planning booklet, specifically designed to find out what is important to a young person and the support they need.

Resource

Planning My Future Life: Person-centred Planning Booklet

Additional Helpful Tools

This booklet is full of additional helpful tools that support the main Planning My Future Life resource.

Resource

Additional Helpful Tools: Planning My Future Life

Vocational Profile

This resource is a discovery document that is specifically related to work and supporting someone to find a job.

Coping Strategies

A person-centred planning tool to help children & young people to express their anxieties and concerns.

Like & Admire

This tools helps to ask about the person's positive qualities, respecting and affirming their individuality and appreciating how they contribute to the communities they are a part of.

Relationship Map

We can learn about and record the important people in someone's life by having conversations and using the Relationship Map.



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<https://shorturl.at/bajtL>





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**We travel in the
directions of the
questions we ask.**
Margaret Wheatley

Photo by [Matt Walsh](#) on [Unsplash](#)





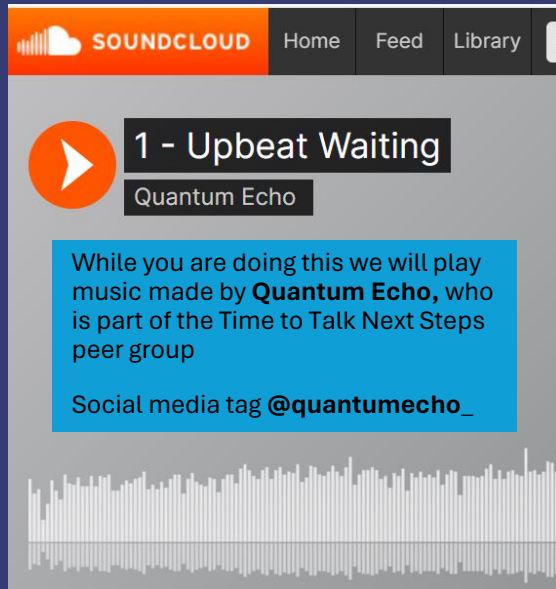
**If I know
but do not do,
I do not know.**



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Feedback Form



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Please take a moment to fill in our **feedback form** by

- Scanning the QR code or
- Following this link: <https://forms.office.com/e/xyMcrVeXUX>

You can submit the form multiple times but please:
only rate each session you attend once.

Our plans after this event....

Through a new project called Partners Make Time to Talk we plan to run training and mentoring for other organizations.

For more information see our plans [here](#)

If you'd like to work with us let us know on the feedback form.

