



Person Centered Planning: A Peer-to-Peer Education Video

Video Discussion Guide

Welcome to the discussion guide for the three-part video “Person Centered Planning: A Peer-to-Peer Education Video”. Certified Peer Specialists and recovery educators at The Transformation Center, who have their own personal experience of recovery and treatment planning, created this video with support from the MA Department of Mental Health.

You, the person leading the discussion about the video, should also have experience setting your own goals and following plans that are meaningful to you. These might be treatment goals you made in partnership with mental health providers or they may be independent and entirely self-determined plans, like a Wellness Recovery Action Plan or a strategy for changing an unhealthy habit. As a peer-to-peer learning tool, it is important that this video be lead by someone who has “been there” and has lived experience of their own personal wellness planning. Examples are provided or you may chose to share from your own life during the discussion.

The primary audience for this video is people who use services in publicly funded mental health programs. It can also be used as an educational tool for service providers, clinicians, advocates or family members who what to learn about Person Centered Planning. As the discussion leader, you may bring people together who are all in the same role. This allows for a range of opportunities and challenges to be discussed from that specific perspective. Or, you might decide to bring people from more than one these groups together to discuss the topic. With a mixed group, the discussion leader should be aware and thoughtful about responding to the differing concerns, roles and dynamics between individuals viewing the video together.

Each of the three segments is 15-20 minutes long with discussion. Below are breaks where you might pause the video to add opportunities for discussion or brainstorming. Optional questions about key points are offered to help you understand how viewers are receiving the information and to prompt all of you to apply Person Centered Planning to your real-life situations.

It is suggested that questions start with a relatively “low” emotional load and build toward more intimate or intense topics. The discussion leader will decide how to invite discussions depending on how much trust there seems to be in the group and how much contact participants are likely to have with each other.

Session I Introduction:
The Philosophy and Beliefs of Person Centered Planning

- :50 - Introduction

If participants have not already introduced themselves, invite them to do so.

Possible questions:

“Where are you from?”

“What program do you work or use services at?”

“On a scale of 1-10, how much have you heard about Person Centered Planning?”

Illustrate the key point “Foundation”

Ask people to think about a belief that guides something they care about and do on a regular basis.

***For example:** “What is a philosophy or belief that is at the ‘foundation’, or center, of how you wash the dishes?” One response might be, “I believe in saving water so I rinse in a dishpan instead of running water.”*

- 1:25 - What is it? Person Centered Planning is....

Pause the video after each option for a quick vote by raised hands. For answer #4, ask for any additional responses people have.

- 2:25 - We each have a personal journey

Illustrate the key point “Personal Journey”

This video compares the process of change and personal recovery to what people do when they prepare for and travel on a trip by car.

What are some examples of how you have mapped out or driven a change in your life?

- 3:52 - Lessons learned

Illustrate the key point “Systems Recovery”

Person Centered Planning is based on the fact that “recovery is real” and no one can know someone else’s future. We all have the potential for wellness and a satisfying life. In the same way, organizations are made up of people who typically follow standard operating procedures. Mental health service systems and other systems are capable of change. Like us as individuals, they can learn how to function well and become satisfying places for people to use services and to work.

- 9:32 – “A List”

Check to see if participants can relate to the “D List” and “A List”.

Possible Questions:

“What are some of the differences between the “D List” and the “A List”?”

“What is familiar to you in each list?”

“Are their things in either list that you have not experienced?”

- 12:31 - What kind of support...

Illustrate the key point “Pace of Support”

When I think of “pace” I think of horses and of walking in circles. Getting support and doing planning at a time and at a speed that fits my personal recovery is a key point in Person Centered Planning.

Possible Questions:

“What kind of things can you learn quickly?”

“What things do you need to take a good amount of time to practice or understand?”

“Have you ever gotten the right help at the wrong time in your life?”

“When was an idea or a resource helpful only after it had come into your life a few times?”

- 14:15 - Learning

Help participants think of what strong beliefs they carry with them.

Possible Questions:

“What is something you believe is safe? What do you think is unsafe?”

Even though my beliefs could be incorrect some of the time, it is necessary and useful to have some beliefs to rely on as I go about my daily life. This session also helps us see that even strong beliefs based on negative messages can change.

- End

Illustrate the key point “Shared Values”

When a group of people agrees about what is important, what is valuable and worth protecting, they can generate a lot of energy and get a lot done!

What is the conversation like when someone understands your goal and supports your success?

The anthropologist Margaret Mead said it this way:

Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has.

Session II Getting Started: The Process & Facilitator

- :41 – Review of Session I

Invite questions and discussion about the key ideas presented in Session I:

- Recovery is real! It is a choice and a journey.
- The foundation of Person Centered Planning is respect for the person's values, dreams and goals.
- People in every part of the planning process may need to unlearn roles and beliefs that are familiar.

- 3:07 – Choosing to hope

Ask participants to think about speaking with a stranger or a busy professional about personal dreams and hopes.

Possible Questions:

"When have you shared a dream with someone you did not know well? How did it go?"

"When did you decided NOT to share your hopes when someone asked you about them? How did it go?"

"Have you ever gained courage and strength toward meeting your goal after sharing it with someone?"

- 7:00 – Role of the facilitator

Illustrate the key point "Facilitator"

The Person Centered Planning facilitator protects and supports discussions and decisions that are aimed toward the person dreams. The facilitator does not judge whether the goal is "good" to work on or likely to succeed. The role of facilitator has two main parts:

- 1) learning from the person and helping him or her work out goals.
- 2) arranging with others to bring support and resources to the plan.

- 8:57 – Negative self-talk

Everybody has negative beliefs that get in the way of their dreams.

Possible Questions:

"What negative self-talk or beliefs do you hold?"

"What positive self-talk has helped you appreciate your life and have hope?"

"When have you helped someone else deal with their negative self-talk?"

- 11:56 – Visioning a plan

Take a few minutes to look and talk about the "writing space" planning slide.

Possible Questions:

"Is this kind of planning familiar to you or is it new?"

"What do you like about it?"

"What do you want to understand better?"

- 17:07 – The Good News!

Illustrate the key point “Learning from Experience”

A mental health diagnosis or other trauma in our youth can take us away from experiences that many people in our culture have, like public school or the freedom to socialize and try new things.

Possible Questions:

“What ‘mistakes’ have you learned from?”

“Are there things you are learning about later in life than other people you know?”

- End

Illustrate the key point “The Facilitator as Planning Partner”

It is important for you and your facilitator to communicate honestly and commit to a person-driven planning process. When there is a foundation of trust, goals will be meaningful and the hard work of change will be satisfying.

***Session III Partnerships:
Creating Circles of Supports and Support Team Meetings***

- :55– Review of Session II

Invite questions and discussion about the key ideas presented in Session II:

- How difficult it can be to find and share one’s dream.
- The facilitator’s role as a planning partner and guide.
- Making sure that our dream is leading the work together.

- 3:27 – Supporting someone else

Illustrate the key point “Interdependence”

To live well and meet our basic needs, it is natural that each of us depends on other people. The myth of a solitary hero who manages everything alone has led many of us in the wrong direction, critical and unhappy with ourselves.

Possible Questions:

“What are the benefits of encouraging and helping other people to reach their goals?”

“Are there people who depend on you? When is that satisfying and when is it not so good?”

“What kind of support do you offer, or wish you could give, to other people?”

- 6:55 – Circles of support

Ask participants about their experiences with circles of support.

Possible Questions:

“What circle tends to be the most full in your life?”

“Is there a circle that you never thought of?”

“If you could add one person to your circle, where would you like them to be?”

- 11:27 – Kelly’s circle of support

Note that some people will have a smaller circle of support, bigger is not always better!

This example illustrates two things:

- 1) Some of the things that are important to think about and how someone might work with a facilitator to set up a circle of support.
- 2) The different types of people that could be included.

- 14:02 – Dreams to action

Illustrate the key point “Collaboration”

The purpose of planning, support for the person’s dreams and goals, brings all the pieces of person centered planning together into action. If the purpose is clear, everyone can collaborate, or share ideas, and work toward the same thing.

There is no room for disrespect at meetings. The facilitator makes sure that conflicts are named and resolved early in the planning. This kind of collaboration opens the way for the first, whole-hearted, action steps of the plan.

- 15:44 – Parts of the plan

Discuss this process of deciding who will be responsible for different steps in the plan.

Possible Questions:

“What is something in your life now where you are the only person working on?”

“What is something you do now that includes collaboration and decision-making with many other people?”

- 17:23 – Finishing the meeting

Invite participants to talk about the parts of the plan and goals for the first meeting.

Possible Questions:

“How do deadlines and time frames help you reach your goals?” How do they get in the way?”

“When are meetings helpful? When do they slow things down?”

- End

invite questions and comments about the video and about how the information relates to Person Centered Planning at programs that participants are part of.