

Debunking Discovery

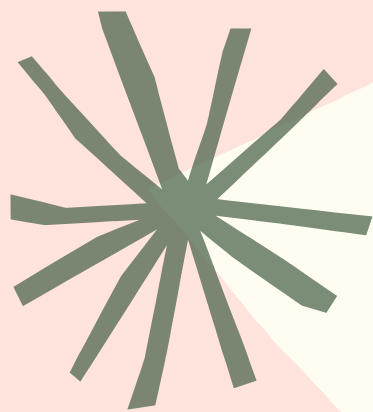
Making the Discovery Process Work For You

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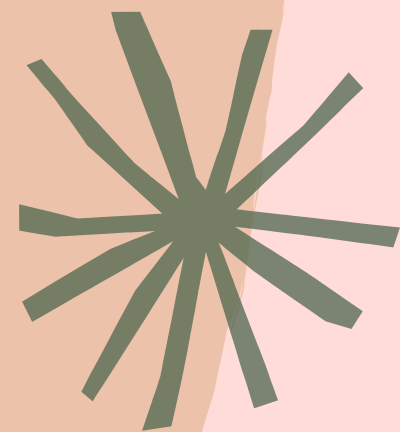
Executive Director - Abound Community
Services
Leve Up Coach

December 6, 2023

Sycamore Room



Goals for the Day



01

Gain a better understanding of the Discovery process, its' purpose, and best practices

02

Explore creative & unique ways to gather vital Discovery information from anywhere

03

Practice & application of techniques covered along with sharing ideas & resources



Topics for Discussion

- **Understanding Discovery - what is it & why we do it**
- **Debunking common Discovery Myths**
- **Formal vs Informal Discovery**
- **Discovery tools & resources - how to use them**
- **Best Practices, Tips & Examples**



What is Discovery?

The Discovery process is one that helps the participant and their team explore the participant's talents, interests, preferences, capabilities, ideal work environment, challenges, support strategies, and informed choice to identify an appropriate vocational goal.

It is ALWAYS Information Gathering!

Why Do Discovery?


- Discovery was started in response to the rate of participant return to VR services under old billing model
- Discovery allows us to research, test, and experiment BEFORE committing to employment - finding the best fit & avoiding job loss
- Put Simply - We do Discovery to answer questions

Typical Discovery Activities

- Vocational Assessments
- Job Shadows
- Situational Assessments
- Work Based Assessments
- Mock Interviews, Interview Prep



Other Discovery Activities

- Career & Labor market Research
 - Informational interviews - team, employers, the individual, etc.
 - Home Visits
 - Mock Interviewing
 - Knowledge & Abilities in job applications, resumes, cover letters
 - Service coordination - work clothing, transportation planning
 - Communication & Coordination with support team
 - General Assessment/Behavioral Observation
- 

Best Practice Tip

Good Discovery starts long before the first activity.

- #1 - Meet with VRC and participant **before** beginning Discovery process.

Discovery exists because VR, the participant, or both have questions - what are they?

THEN nail down scope and end game for Discovery services with referring VRC and the participant prior to providing any actual Discovery activities



Types of Discovery





Formal Discovery

**The arrangement and provision of standard
Discovery Services that have been pre-arranged with a community partner or employer**

- Arranged in advance, with management
- Often occur on manager's schedule
- One task/goal in mind - job shadow this specific job only,

Formal Discovery Pros & Cons


- Can take significant amount of time to locate & arrange - more so with more obscure, challenging fields/positions
- Always the risk of not following through, “forgetting” you’re coming
- No real flexibility in what happens or when it happens
- May *never* actually happen where opportunities/businesses are limited
- Can lose your Discovery participant in this process





Formal Discovery Tips, Tools & Resources

Networking Activity

Volunteer Opportunities-<https://www.volunteermatch.org/> - Cat's Haven 

Red Cross <https://www.redcross.org/local/indiana/volunteer.html>
Lee S

Agilities - <https://agilities.org/>





Informal Discovery

Creating Opportunities where there are none!

Opportunities not needing prior arrangement or formal employer agreement

Tasks and Activities take place anywhere, anytime, regardless of location/area

Goal is still to answer the identified questions through activities

Data collection method is more fluid & unique, able to freely manipulate the Discovery activity

Can alleviate common Discovery concerns i.e. transportation, rural area with limited offerings in the way of employment/career prospects





**Making Informal
Discovery Work For
You**



How?



01

Use resources already at your disposal

Locations, items, job tasks do you have access to

02

Involve the participant

Make them an active contributor to their services

03

Create opportunities & simulate what you can't find in the community

Fake it til you make it!

Informal Discovery Opportunities

Use spaces open to the public - Dollar Tree Stocking, hanging up clothes that have fallen off hangers at Goodwill,

Use your own space - completing different office tasks at the ES' own office, going to the kitchen at grabbing plastic ware and napkins and tape to practice silverware rolling, take participants on an errand run with you!

Observe at home and in the community - compare and contrast behavior, interests, and skills in each setting. le chores, strengths, weaknesses

More Opportunities & Examples

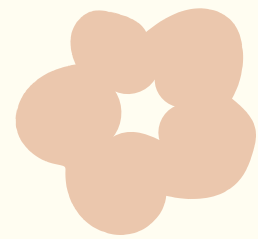
Task Analysis

Assess Transferrable
skills

Life Course

Add a subheading

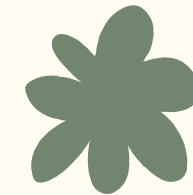
How to Meditate Daily



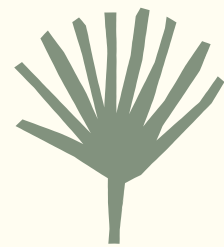
Practice meditation to avoid information overload.



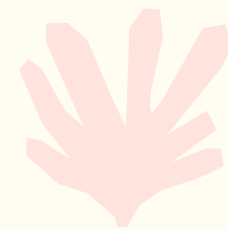
Work out and find ways to stay active.



Set and follow times for work and rest. Boundaries!



Reach out to friends via text or online video chats.



Eat well-balanced meals (with the occasional treats).



**It's hard not seeing the
visible results of your
efforts right away.**

Continue to trust the process and trust yourself.





Thank you for listening!

Feel free to DM us your questions any time: @reallygreatsite





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Participant's Name

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MIND app creator



Sari Purdue

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Resource Page

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Resource Page

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Press the following keys while on Present mode!

B for blur

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X to close

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Resource Page

Presenting live not your thing? No worries!

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01

Click the three dots on the top right corner of your screen, and select 'Present and record.'

02

Click 'Go to recording studio,' where you can choose the video and audio source for your video presentation.

03

Feel free to choose the 'No camera' option and record your voice only.

04

Start recording, and press pause in between takes if you have to.

05

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06

You can also record a video inside the editor! Go to 'Uploads' and click on 'Record yourself'.