

TITLE: Gifts and Capacities

SUBTITLE: Supporting your team in aligning person centered practices with the HCBS Final Rule

SUGGESTED TIME: 42 minutes

MATERIALS NEEDED: Gifts and Capacities Activity Packet for each team member, blank paper or large post-it paper, pens

LENGTH	TITLE	ACTIVITY	WHAT YOU CAN SAY
2 min	<p>Welcome</p> 	<p>Connecting your team to the purpose of today's video</p> <p>HOW TO DO IT:</p> <ul style="list-style-type: none"> • Gather your team around a screen so they can see and hear the video. • Print the Gifts and Capacities Activity Packet for each team member. 	<p>"Today we are going to learn a new skill that will support us in discovering more about each other and the people we support.</p> <p>As we continue to support people in living their best life, we want to make sure that their gifts and talents are being recognized and embraced. It is also important as a team we are acknowledging and celebrating each other gifts!</p> <p>Today we will spend some time discovering each others gifts and discussing how we can use the skill with the people we support."</p>
10 min		<p>Play Video</p> 	
20 min	<p>Group Activity</p> 	<p>Discover the unique gifts and skills of each member of the team.</p> <p>HOW TO DO IT:</p> <ul style="list-style-type: none"> • Pause the video at 10 min 50 sec • Each member of your team should have the Gifts and Capacity Activity Sheet available • Group your team into partners. <ul style="list-style-type: none"> ○ 5 minutes to share their story ○ 5 Minutes to capture their gifts that their partner highlights ○ Switch 	<p>"Does anyone have any questions on what we are doing? Great, let's go ahead and break into partners.</p> <p>One person will spend the first 5 minutes telling your partner about an event you were proud to be a part of.</p> <p>After 5 minutes, the partner who was listening, will list the gifts they heard within your story. Please be sure to write them down on your gifts and capacity activity sheet."</p> <p>After 10 minutes, switch.</p> <p>Optional: After the activity you can take extra time to ask each team member to share a few of their gifts they were able to discover in the conversation.</p>



If you have an odd number of team members create one group of three
If you are facilitating via zoom, you'll place the pairs in a breakout room for 20 minutes, broadcasting to switch at 10 minutes.

<p>3 min</p>	<p>Play Video </p>	
<p>5 min</p>	<p>Group Discussion</p> 	<p>Brainstorm ideas on how to use Gifts and Capacities within your organization.</p> <p>HOW TO DO IT:</p> <ul style="list-style-type: none"> • Use a large sheet of paper to capture the team’s collective thoughts. <p>“I’d like to hear everyone’s ideas on how we can use this skill to capture the gifts and skills with the people that we support. What is positive and possible?”</p> <p>We can do a round or start popcorning ideas.”</p> <div data-bbox="261 558 1511 768" style="border: 1px solid #ccc; padding: 10px; background-color: #e6f2ff;"> <p>FACILITATOR Tip(s) </p> <ul style="list-style-type: none"> • <i>Be sure to capture people’s ideas. It is also essential to validate and thank people for their contributions as they share ideas!</i> • <i>Create a plan with your team on how to move forward with their ideas. Identifying supports needed and when you plan to follow up.</i> </div>
<p>2 min</p>	<p>What’s Next</p>	 <p>SUGGESTED NEXT VIDEO: Places and Possibilities</p>