

# Person-Centered Planning (PCP)

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## Person-Centered Planning Values and Principles

Person-Centered Planning is a highly individualized process designed to the needs and desires of the individual. It recognizes the person's strengths and his or her ability to express preferences and make choices.

Choice and preferences are always honored and considered but may not always be granted.

Recognize that everyone has gifts and contributions to offer the community.

Person-Centered Planning should maximize independence, create community connections, and work toward the person's dreams, goals and desires.

The person should choose how supports, services and treatment may help the person utilize his or her gifts and make contributions to community life.

We will always recognize a person's cultural background and value this during the decision making process.

## Person-Centered Planning

To be effective, the care plan requires objective communication.

Pre-planning meetings must occur and deep, meaningful discussions are held about what the person or family wants for their life is critical.

Engagement is essential and success is based on a group of thoughtful, committed people working together to craft ideas that create a life of meaning, family permanency, and a life of community contribution.

The case holder must demonstrate through language and actions, that he or she is invested in working with the person or family to achieve meaningful outcomes.

## Collaborative Relationships

Engaging and building a collaborative relationship with a person or a family requires the case holder to have effective communication skills.

### **Be honest and genuine when interacting with the person and family:**

Be transparent

### **Listen and remain interested by:**

- Asking the person to tell their story
- Meet the person where they are
- Pay attention to worries about their situation
- Appreciate what the person is going through
- Acknowledge what the person has already done
- Learn about the person's culture and community
- Ask about the person's experiences

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## **Recognize the person's strengths:**

- Point out what they have done well
- Look for talents and skills

## **Discover the person or family's supports and resources:**

- Learn who the person or family turns to for help and advice
- Include the person's faith-based and spiritual community resources if desired
- Identify every possible protective factor
- Take a holistic view of the person including culturally relevant information

## **Don't take behaviors personally:**

- Realize some people have reason not to trust
- Acknowledge trust is earned and earn trust through communication and honesty

## **Transparency:**

- Acknowledge why you are working with the person
- Talk about safety and well-being

## **Supporting Relationships and Connections to Culture and the Community**

- Does the person have relationships with relatives, friends, neighbors and other community members and how can those be fostered?
- Review the plan of service and ensure that it includes both formal and informal supports that offer the person connections to culture and tribe/community members.
- Use the person's preferred language whenever possible.
- Understand and respect the person's family structure and cultural traditions.

## **Support Plans**

Person-Centered Plans are the formal record of the agreed-upon action plan that guides the person or family toward their goals.

Person-Centered Planning is an ongoing process and the plan is a living document.  
Start at the point where the person will be successful then build on strengths and capabilities.