



“Yes, I am a person with a disability”:

Improving Stakeholder
Identification

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A Person with a Developmental Disability has limitations in two areas. These areas are:

- ▶ **Intellectual functioning.** Also known as IQ, this refers to a person's ability to learn, reason, make decisions, and solve problems.
- ▶ **Adaptive behaviors.** These are skills necessary for day-to-day life, such as being able to communicate effectively, interact with others, and take care of oneself.

What does a limitation look like in an interview?

Intellectual Functioning Deficits

- ▶ Can not or will not answer a question.
- ▶ Parrots back exactly what interviewer says.
- ▶ Shuts down physically and/or becomes aggressive.
- ▶ Can not process verbal commands.
- ▶ Unable to read and/or comprehend what has been read.

Adaptive Functioning Deficits

- ▶ Agrees with everything the interviewer is saying, “people pleasing”.
- ▶ Cannot/ will not give eye contact during interview.
- ▶ Is unable to follow multistep directions.
- ▶ Becomes explosive if feeling overwhelmed or “trapped.”

**People with Disabilities,
may experience other
health problems as well.**

- ▶ Seizures
- ▶ Mood disorders (anxiety, depression)
- ▶ Motor skills impairment,
- ▶ Vision problems,
- ▶ Hearing problems
- ▶ Psychosis
- ▶ Substance Use

You do NOT
have to be an
expert to work
with a person
with a disability

*You must know how to find
the right people to help you*

“Help Your Client.”



A person with disability may not tell you they have a disability...

DO NOT Believe they have a Disability



DO NOT understand the level of disability



More Barriers to Adequate Identification of PWD

Mental Health Barriers

Diagnostic Overshadowing: Not uncommon for professional to miss a mental health diagnosis in a person with a developmental disability.

Atypical Presentation of Psychiatric Disorders

Episodic Presentation

Physical Barriers

Medical Conditions

Sensory Impairment

Medication Masking : Self Medicating to address underlying issues that go undiagnosed

Behavioral Barriers

Acquiescence or desire to “please” or “agree” with clinician

Aggression and Self Injurious Behaviors

Communication Deficits

Lack of Experience on part of Interviewer...



Questions an Interviewer can Use to help identify PWD

1. Have you ever been diagnosed with a disability?
2. Did you have an Individual Education Plan (IEP) or special education services when you were in school?
3. Did you go to a special school for elementary, middle, or high school?
4. Have you ever had services to help with disability?
 - Speech____
 - OT _____
 - Behavior _____
 - Employment _____
 - Crisis _____
 - Other_____

Questions to help further identify level of impairment

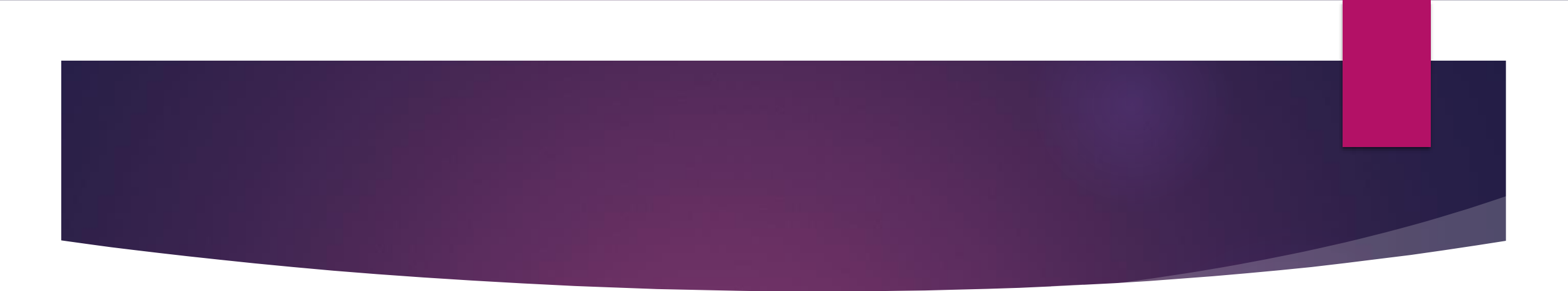
1. Who helps you make major life decisions?
2. Where do you work? Do you have a job coach?
3. Where do you live? Who helps you with grocery shopping, laundry and daily needs?
4. Do you have a driver's license? How do you get to and from work and appointments?
5. Do you get help with managing money?
6. Are you comfortable going into community alone, or do you prefer to have someone with you?
7. Are most of your friends' people you see "in person" or "online"?

Once Identified, how do you conduct a meaningful meeting?



Interviewer can adapt meetings in several ways:

- ▶ Provide individual with information ahead of meeting.
- ▶ Allow a “support” person to attend meetings and can communicate with you at and in between meetings.
- ▶ Be sensitive to language use.

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- Meetings may need to be shorter and more frequent.
 - Meetings may need to be more structured and directive.
 - Interviewer needs to be flexible and supportive.

“

*You have the right to remain silent.
Anything you say can and will be used against you.
You have the right to an attorney.
If you cannot afford an attorney, one will be appointed to you.
You can assert these rights at any time.*

”

READABLE BY PEOPLE WITH 4 YEARS OF EDUCATION. (4TH GRADE)
READING EASE: 84.5/100

Miranda Rights

Miranda Rights: Readable by people with 2 years of education. (2nd grade)

Reading ease: 97.3/100

Try to stay to One Idea Per Sentence

I am a police officer.

I will ask you questions.

Do you understand?

If you talk to me, I will tell people what you said.
You might say you did something wrong.
What you say will be used against you in court.

Do you understand?

A lawyer can tell you what to do.

Do you understand?
You might not have money to pay a lawyer.

Do you understand?

You can decide not to talk to me at any time.
It's okay if you decide not to talk to me.

Do you understand?

Directions

You don't have to talk to me.

You don't have to answer.

You can nod your head.

You don't have to say anything.

You can nod your head.

You can ask me for a lawyer at any time.

You can nod your head.
You can talk to a lawyer for free.

You can nod your head.

You can nod your head.

Collateral
Yes No



Presenter Contact Information

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