

Group Reflections Summary
Complex Needs Support Specialist Training
May 9, 2022

Add-Ons to 9S Continuum:

- Educating to others in community
- “SMARTS”- learning detention norms vs. real life needs
- Environment and addressing history including trauma- i.e., reaching out to biological families when turn 18
- Acceptance- i.e., don’t have a relationship with your mom, how do navigate Mother’s Day?
- Experience around purpose and meaning, i.e., finding paid meaningful employment
- Physical health correlates with mental health
- Manage different relationships with different people i.e., each relationship may have different needs, people may play different roles and having the skill to distinguish the difference
- Importance of harm reduction
- Having professionals that are knowledgeable in different disabilities
- “Self-Development” should come before “SMARTS”
- Adding Practical Skills Training i.e., cooking, cleaning, banking

Barriers We Face When Exploring the 9S Continuum:

- Refusal to partake in any services
- Agencies not taking on people as their circumstances are too challenging
- Little follow through in the system for people we support, i.e., consistency of consequences between different silos. This can impact credibility as an agency
- Social circle impacting friends and family
- Accommodation and affordability of housing
- Need for more training (i.e., continual training for FASD, mental health, supporting someone with substance use, CBT, critical thinking skills with TAY, PTSD)
- Agency stance on rights and choices, and possible restrictions of rights to meet responsibilities that come with those rights
- Lack of motivation and person being depressed
- Acceptance that there could be a concern or issue that needs to be addressed
- Having bad habits but not wanting to fix them, or not having the know how to change them
- Stifling environment with poor friends and family
- Medication abuse (either overtaking or undertaking)
- Confidence is needed
- Person not ready or want to make change
- Revolving door of going to jail with minimal support in between
- Substance abuse and mental health addiction and making proactive choices
- Making choices based on other relationships that are valued as more important (i.e., making a decision that a friend would approve of rather than a “staff”)

What Is It About Yourself That Contributes to The Barriers?

- Having difficult conversations with professionals- using correct wording and being curious
- Need to accommodate for people we support i.e., trying to fix the issues for the person
- Make a conscious effort to give support the attention it deserves

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- Advocating and seeking support in the community i.e., asking the whys and hows for optimal support
- Task-oriented and goal focused as a default- trying not to feel discouraged when outcomes don't happen for people
- High energy level may not match the needs of the person
- Understanding another person's mindset rather than just seeing it through my own lens
- Unintentionally breaking a relationship and the follow up with that
- Feeling fatigue- unmotivated

Why Is It Important That You Work with CL York South?

- Wanting to help every person and keep support consistent
- Being able to help someone have the life they want
- Want to understand why and how the person arrived to where they are. How can we help them overcome barriers?
- Overcoming barriers in our community
- Enjoy looking at another person's challenge and adjusting support to provide better support
- Assessing what works for each individual person
- Enjoy working in a team where the core values align- like-minded people
- Following my upbringing- felt responsible as a child and can bring that into the role
- To help people see that they have positive influences in their life
- Making a real difference in someone's life- small or big
- Dual Path- learning for my own life through the supports we offer to others
- Getting people to where they want to be can contribute to happiness for both them and me
- Self-fulfilling vocation and opportunity for self-reflection

Positives from COVID

- Staying committed to work and managing stress
- Picked up for one another and being really flexible
- When things fell through the crack, others picked it up for you
- Identified a personal need to get out and about rather than staying at home
- Learned how divided we are and how easily influenced we are
- The level of resilience of people we support, i.e., being in lock down for 2 weeks
- Doing my own research and developing my own opinion based on information
- Thankful of circle of friends and family
- Subconsciously will continue to distance socially and respect 6 ft. of personal space
- Maintaining self-care and positivity
- Continuing with routine and keep enthusiasm high
- Adapting to change and flexibility
- Communication has strengthened in some ways
- Being grateful to get back to a bit of normalcy
- Resilience of staff, management and people supported has been noted
- Care and support has been demonstrated across the board