

Innovative Rehabilitation: A Comprehensive Approach (IRACA)



Beyond Standard Assessment

RRTC

Rehabilitation Research
and Training Center



WE ARE THE UNCOMMON.

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Beyond Standard Assessment in Vocational Rehabilitation



Beyond Standard Assessment

What is Standard?

- Paper & pencil
- Deficit Based
 - Medical model
- Observation



Standard Assessment

What is Standard?

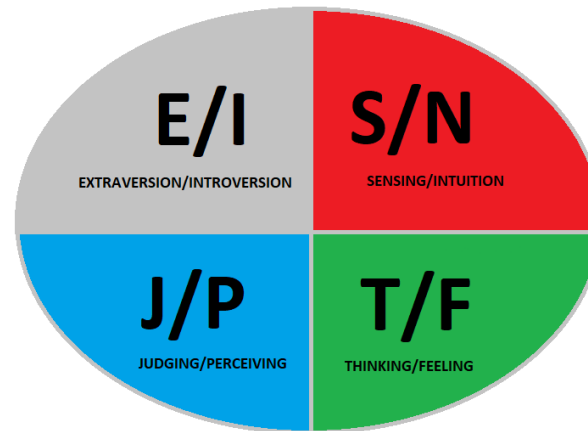
- Interest Profiler
 - Realistic, Investigative, Artistic, Social
- Work Values Profiler
 - Motivations & what is most important



Standard Assessment (cont)

What is Standard?

- Situational Assessments
 - Often 1 time trials of different work settings & tasks
- Personality Assessments



Going Beyond Standard Assessments

The Individualized Approach

- Every interaction as assessment
- Where/When/Why the individual does best



Every Interaction as Assessment

- Constantly collect data and new information
- Pay attention to the details
- Behavior as Communication



Where/When/ Why are they at their Best

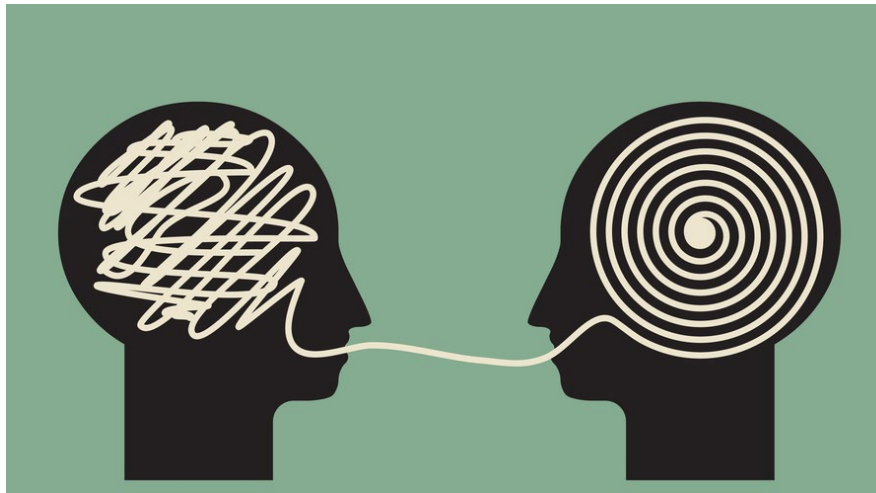
- Everyone is a leader in their own way
- Consider past wins, successes, and independence
- Dig deep into the “Why”
- New experiences for new information
- Lean on the team



Behavior as Communication

Expanding the definition of Assessment

- Where, when, how are they successful?
- What choices do they make?
- When and in what context are things different?



Put it all together

- Take an individualized approach
- Every interaction an assessment opportunity
- Learn as much as you can
- Listen to behavior



