

DISCOVERING PERSONAL GENIUS STAGING RECORD

Instructions: This form is used to stage, structure, capture and record the major events of DPG. The recorder(s) should pay particular attention to how the tasks are typically performed, any accommodations, technology, supports, or specialized training strategies that should be employed.

Name: Phillip Dailey	Date initiated/Date Completed: 6/09/09 - 7/21/09
Family Contacts: Father: Phillip, Sr.; Mother: Imelda; Brother: Frank; Sister: Melann	
Phone/E-mail: 555-5565	Person(s) completing DPG Record: Jeff Moore, Rita Farley, Dee Wolfe, Kim Starp
Additional Contact Information: Sister lives in another province (AB)	
Team Members: Phillip, Brother, Jeff Moore, Rita Farley, Dee Wolfe, Kim Starp	
Consultants/Experts to Contact: Christine at the Business Abilities Program in Kelowna if Phillip starts a biz	
Comments/Considerations: brother has similar interest and some contacts for Phillip, but is very busy, travels for work.	
<p>Stage One: <i>Home & Neighborhood Observation</i></p> <p>Preliminary review of records, files, assessments to establish current issues, cautions, training, etc., that may be of relevance: Note that Phillip has medically controlled seizures but does wear a helmet; heat and work in direct sunlight are big contributors. Has not worked due to family safety fears. Brother is strongest advocate; parents are supportive but cautious. Has worked in Workshop since leaving high school at 19 years old. No work history, but has been doing assembly, recycling, janitorial, and shredding for the Worc Center in Kelowna.</p> <p>Initial Interviews: Begin with the individual's home and/or family home (if residing there). Called to arrange time when mom, dad, and brother could meet. Phillip is 33 years old and lives at home with parents.</p> <p>Date: 6/9/09</p> <p>People interviewed & relationship to Individual: Father, Mother, Brother. Dad is retired police officer and was a security guard in retirement until a few years ago at Montgomery Air Field. Mother was a school librarian now retired; Brother is a purchasing/manufacturing agent for a subsidiary of Lisle Corp. which makes machine tools. He travels extensively to "spec out supplier processes and tooling designs, quality control, and inventory management."</p> <p>Recap of Information (attach field notes, pictures): Phillip wants to go to work; brother is really pushing this; Phillip wants to move out on his own; Parents are supportive but a little cautious.</p>	

Phillip says he'd like to wipe tables at MacDonald's; he had a work trial there last year and got paid \$10. The family thinks MacDonald's would be a good place for Phillip to work but haven't got other ideas. They do not want him near heavy equipment vehicles; Phillip wants to drive but seizures are an issue.

Observations of home, bedroom, property, belongings that seem relevant: Very neat home in nice neighborhood; bus stop one block away for city bus; evidence of parental hobbies: Mom: reading, water color landscapes; Dad: model airplanes, woodworking, large vegetable garden. Phillip's room has a TV, CD player for music (rock and country); an old collection of WWII Canadian aircraft pictures on the wall, closet and drawers are neatly organized by him, dog bed in corner for his dog Turbo.

Chores & tasks performed at home: Phillip has set chores including: setting the table for dinner and always preparing the mashed potatoes; he clears the table and fills the dishwasher after meals; accompanies mom or dad grocery shopping; takes trash out to curb weekly. Does not mow lawn or work in garden due to seizure fears of family. Feeds Turbo twice a day and takes him to the neighborhood pond and park for exercise and ball throwing, in the evenings when the sun is down after work.

Hobbies, Sports, Collections, Interests noticed during home visit: Likes going to Montgomery Field where his dad worked to watch planes take off and land; Annually goes with Dad and Brother to watch the Royal Canadian Flying Aces perform; loves his dog and understands basic training, grooming, play, leash methods; paints with mom some and has learned to paint her backgrounds for landscapes before she inserts the details; brother is restoring an old farm tractor and has been helping with that a few weekends, mostly scraping & washing grease and dirt off parts. Brother notes that Phillip constantly repeats: "get a car" and seems to want to drive.

Family/friend/community activities individual engages in and regularity: Attends church Sunday morning with parents. Although Phillip has a very low voice and limited verbal language he loves singing from the hymnal. Mom noted he doesn't seem too excited by church otherwise. The family also has a big Sunday dinner each week and brother and friend of the family attend regularly.

Neighborhood Mapping (resources, employers, transportation options, neighbors of interest, activities, civic engagement): This is a residential neighborhood. We walked around the block with Phillip; he knows a few neighbors, but no one was outside at the time. There is a bus stop at the end of the street. Parents know quite a few folks since they have lived here for over 20 years. A small commercial district is about 2 blocks north; the small commercial airport is 3 blocks east and there is an attached air-park according to the Brother (he uses its services to ship/receive parts for the business). Their church is about 1 mile away. Grocery store is within a few blocks as well. Most people drive from the neighborhood to other community activities. The neighborhood park is just down the street. There is a school, mom's former employer, just a 2 block walk away.

Talents, interests and skills observable/revealed: Phillip's interests include music, dogs/pets, driving, airplanes/aviation, painting/art. Skills we saw or heard about included:

Setting the table; running the dishwasher; walking and grooming the dog; cleaning tractor parts; painting backgrounds (sky, clouds, various neutral hues) with watercolors and oils using brushes

and a pallet knife; selecting specific items from the shelves when grocery shopping; limited cooking... He also is in charge of laundry for the house and does several loads per week using the washer and drier; then folds and puts the clothing away.

Activities, situations, & locations that need to be avoided: Hot direct sun or extended work in temps above 32 C should be avoided.

Stage Two: *Others to be interviewed* (person/relationship/role):

1. Worc Center floor supervisor
2. Sister
- 3.
- 4.
- 5.
- 6.

What was learned from each:

1. *Worc Center floor supervisor:* 6/22/09 reported Phillip is a “hard worker” who really enjoys cleaning and recycling.
2. *Sister:* phone interview on 6/22/09 says she remembers Phillip being very interested in flying kites with her in the park and cooking although since she married and moved away 12 years ago after marrying a rancher in Alberta they have not stayed in touch regularly. They see each other only once or twice a year for long weekends. She was surprised Phillip was still going to church since her recollection was that Phillip use to resist going. She mentioned that she would be happy to help anyway she could and was intrigued with the idea that Phillip might be able to own a business, saying she could give him some money if needed.

- 3.
- 4.
- 5.
- 6.

Patterns Emerging: (Interests, Talents & Skills): Interests include music or perhaps church? Working with brother on the tractor; getting to drive; his dog (not too sure about other animals);

airplanes/flight/transportation; painting/art.

Skills as listed above, plus according to Worc Center he gets quite focused when working and tends not to take a break until the assigned task is finished. The jobs recycling and cleaning were not mentioned by Phillip, although cleaning at MacDonald's was suggested by the family.

Phillip has various cooking and kitchen skills that may need to be explored/witnessed. His brother says he learns fast and his mother reinforced that, commenting that he is really great with the painting she gives him. His mother mentioned that Phillip is "very helpful." He also does all the laundry for the household.

Stage 3: Skills & Ecological Fit

Five places where this individual can be observed in activities that give context to their Interests, Talents & Skills:

1. Taking a painting seminar at the Artist's Cooperative
2. Observe working with his brother on the tractor
3. Arrange an informational interview at the aviation park
4. Arrange informational interview at a dog groomer
5. Drive go-carts at the local motorplex

Observations for each location and the specific activities observed:

1. 6/24/09-6/25/09: Took a water color class at the *Artist's Co-op*. Wednesday and Thursday night; 2 2-hour sessions. Phillip was really tired the first night and barely stayed awake. The 2nd part of the class (night 2) he did really well. His abilities are more technical application of the paint, setting up and putting things away; he didn't seem to have much artistic talent, but enjoyed the activities associated with doing art (not the art itself). He offered the 2nd night to clean everyone's brushes for them.

2. 6/27/09: spent the morning with Phillip and his brother *working on the tractor*. The brother asked Phillip to assemble the tools by naming them and he was able to get them all but wasn't able to recognize wrench sizes, so just brought them all over to the work area (brought a handful of sockets instead of just the ones requested). Took several small parts to the parts washer as requested, and scrubbed them clean, dried them with the compressed air gun, brought them back to his brother. He also helped his brother hold a part to steady it while his brother straightened the metal with a body hammer. Phillip was careful near the air compressor, was careful walking around tools and parts on the floor; asked his brother occasionally "is this ok?" as he was doing an assigned task.

3. 6/30/09. *Informational interview with Judd Gregory, manager of flight maintenance at Carter Air Services at Kelowna Air-Park*. Explained to Mr. Gregory that we are working on Phillip's career plan, his interest in aviation and mechanical things (mentioned his work with his brother and the tractor and his father's connections to the airport). Asked Mr. Gregory for advice on getting started.

He told us he started in the royal Air Force, became a flight instructor and was now head of maintenance services. They are open 7 days a week serving commercial airlines, local tourist flight-seeing operators, medivac, oil company, mining company, logging company and charter-photography helicopters, etc. We toured the facility; Mr. Gregory told us they are the largest maintenance & service facility in the area and they serve 8 other companies all in the air-park who run various charter services, including running a kitchen to prepare light snacks for commercial, tourist and private jet charters (flight crews and customers), and a small laundry for shop towels, flight uniforms, and coveralls. We asked about emerging business technology and he told us things are always changing regarding avionics. We asked about hiring and training and he noted that they trained their own personnel and ran the flight school too, which served as a recruitment tool for them. We asked his advice on starting out in the aviation field and he suggested that someone without pilot or mechanical training would start as an assistant to the mechanics and aircraft maintenance people (ranging from painting, cleaning, sheet-metal work, electronics, food prep, laundry, etc.). We asked if he thought we could arrange perhaps a short work experience for Phillip doing an array of these tasks. Mr. Gregory hesitated and said he'd have to check with the owner first. We will follow-up in 2 days. (Since Phillip's brother knows this company, he may be of some assistance).

4.7/3/09. Made arrangements to *visit the owner of Petcetera*, just a couple blocks from home. The owner, Sara Brown showed us around and explained their boarding, dog training, and grooming operations. Noted that they board cats and dogs, and also have a rehabilitation specialist to help with pets recovering from surgery. We asked specifically about grooming and she invited Phillip to help her wash and dry a yellow Lab who was a regular customer due to his infuriation with local skunks. Phillip said he really enjoyed learning how to use the overhead spray faucet and the blow drier. He did great with just a little instruction from Ms. Brown. She noted that even in the bad economy her business was growing, perhaps because people were working 2 or more jobs and not being home as much.

5. 7/6/09. Took Phillip to the *go-cart track* on Monday morning when no other customers were there. We used a two-steering wheel training cart and Phillip was not very good at steering, using the gas or brake. He started and stopped suddenly several times. After about 30 minutes his driving improved and we drove slowly and cautiously around the track. As our time was ending he asked if we could go fast around the track once with me driving (he wanted to go fast, but not be the one driving). We did, and he smiled from ear to ear. He said he wants to go back next week; I asked him if he wanted to maybe look into working there and he said no.

Emerging themes: Helpfulness/Helping Others do their jobs; transportation; pets; art.

Supports needed during these activities (*be specific*): Initial training needs to be paced and precise; (Phillip seems to know when to ask for help)

What environments & activities need to be avoided and why? Hot; sunny.

What places, skills and activities need more exploration? Aviation biz: noted that there may be a biz-within-a-biz opportunity doing laundry for the other businesses in the park; also running the

parts washer; learning about the food prep operations. Lots of options in this one business. They are open 7 days a week so weekends might be a good starting option. Will follow-up for a work trial.

Need to explore pet businesses. Phillip showed great interest.

Team will meet 7/7 to consolidate observations; next steps; and will brainstorm combining the themes into unique ideas (art and pets; transportation and helpfulness; art and transportation; helpfulness and art)

Where/when will this exploration occur? Week of July 15th: scheduled work trial (through brother) at CarterAir. In setting up with Mr. Gregory discovered they have kenneling services for transporting pets and for injured game animals/or wildlife relocations; and specific hands-on training in the laundry and running the parts washer for the mechanics.

Follow-Up Notes:

Stage Four: *Review*

Former school/rehab staff to be interviewed: See previous notes

Other family members and friends who may reveal insights: Sister was consulted

Read files, assessments, medical/medication, behavioral and other records that may still be of relevance: Epilepsy and developmental disability predominates

Impact of this information on individual's emerging profile: Instructional and support strategies need to be clear and intense at first; rapid skills acquisition appears typical if matches to proper amount of information given.

Stage Five: Vocational Themes (not job descriptions or business ideas)

Emerging themes that meld Interests, Talents, and Skills:

- 1. Transportation, especially aviation
- 2. Pets & pet care, especially dogs
- 3. Art, especially when helping others with their work

(note: a 4th emerging area is helpfulness, which appears to be the theme running through all the other themes; may be developing an Info Interview at Okanagan Restoration Service which provides emergency clean up services for victims of natural disasters, house fires, flooding, etc. This may merge Phillip’s skills and his helpfulness...)

Identify 3 places for each theme where people with similar themes work:

Theme 1	Theme 2	Theme 3
1. CarterAir	1. Petcetera	1. Goodman Stained Glass
2. BC Helicopter Charters	2. Dog-ease Service Animal Training	2. Kelowna Artists Co-op
3. Collectors Auto Supply	3. Kelowna Small Animal Hospital	3. Western Wildlife Studios

Select 2 places and arrange informational interviews.

- CarterAir
- Dog-ease Service Animal Training

Notes from interview2:

1. 7/15/09 Met with Mr. Gregory and we began with a tour of the airplane service facility including the laundry. They use industrial machines, but the supervisor explained the operation step-by-step to Phillip and together they completed loading and starting a wash of coveralls. We moved to the kitchen and spent 45 minutes assembling 20 wine and cheese snack trays for 2 scenic flights scheduled for later in the day. Phillip watched and then assembled the trays perfectly after we modified the layout for him. Finally we entered the mechanics hangar and were instructed in the use of the parts washer. Phillip was asked to clean and dry a dozen wheel bearing retention washers; a set of rocker arms; and a brake caliper. He did have some trouble with the air gun for drying (the trigger was very stiff), but we worked together to complete the task; the mechanic noted that the gun was very difficult and should be replaced. There were no animals in boarding this day. We met up with Mr. Gregory before we left, 4 hours later, and thanked him for the opportunity to explore the tasks. Will follow up with a Thank-you note as well.

2. 7/16/09 The staff at Dog-ease were welcoming, thinking initially that Phillip was there to explore ownership of a service dog. The manager worked with us and Phillip learned how to measure and bag food for the night shift; he spent about 20 minutes walking a dog around the exercise yard on a leash; and he assisted the groomer with nail clipping by steadying the paws and sanitizing the instruments with cleaning formula and a cloth. Phillip did well on all tasks, but mentioned on his way out that the staff “looked at him funny.”

Which themes seem strongest? The aviation and helpfulness themes are very strong, especially when paired; the Dog-ease trial may have been less successful because the idea of helping others could be too far removed from the actual tasks? (note: this appears speculative!)

New interests/talents revealed? Very comfortable with strange dogs; listens intently to whoever is instructing him

Arrange further informational interviews and/or short (up to _ a day) work experiences at the following places:

1. Collectors Auto Supply (which cleans and restores antique car and truck parts for sale through their website, Ebay, and Hemmings Motor News)

2. Western Wildlife Studios (which features wildlife and landscape paintings and sculpture from numerous artists sharing studio/gallery space)

What was observed:

1. These will be scheduled as part of job development if needed.

2.

Stage Six: *Descriptive Narrative*

Consider the following in the description:

1. *Interests, Talents, Skills as observed; best ecological fit; best learning mode/methodology; places/situations to avoid; personal resources (benefits, family support, savings, transportation); most endearing/engaging qualities; exploitable skills; 3 strongest vocational themes:*

Phillip is a 33-year-old man with strong family ties in this community and has interests in aviation, transportation, dogs, art, and helping others. He is skilled in the kitchen and laundry, has assisted in the restoration of an antique tractor, is a fast learner who pays strict attention to his instructor/supervisor, and knows how to operate such equipment as industrial parts washers, air compressors, and kitchen equipment. He is skilled at preparing blank canvases for both watercolor and oil artists. Phillip enjoys assisting others in doing their jobs.

2. *Ideal Conditions of Employment:* Working in a cool or well-shared setting where Phillip can pursue his interests while working in partnership with his co-workers. Phillip learns best when shown a task and allowed to perform it at his speed; his speed rapidly increases with repetition. Work hours and days of week are not a concern at this time.

Stage Seven: *Job/Business Development Plan*

List of Twenty Places where people with similar Vocational Themes Work:		
Theme 1: Aviation/Transit	Theme 2: Animals	Theme 3: Art
1.CarterAir	1.Petcetera	1.Western Wildlife Studios
2.Collectors Auto Supply	2.Dog-ease	2.Artists Co-op
3.Lisle Manufacturing	3.Kelowna Small Animal Hospital	3.Potters Palace
4.BC Helicopters	4.PetSmart	4.Cowboy Hat Crafters
5.Kelowna Intn'l Airport	5.Dog Listener Training Service	5.Kiln Queens Studio
6.Aviation Fuel Company	6.Dog-Gone Petsitters	6.Menenger's Art Supply
7.Simpsons Brake Service	7.Kattery: Feline Specialists	7.BC Custom Car Painters
8.Go-Cart Motorplex	8.Flying K Stables	8.Beverly's Beading
9.Mountain Bike & Paddle	9.Purina Mills	9.Goodman Stained Glass
10.Jakes Autobody	10.Smith Ranch	10.South Province Screen Printing
11.Napa Auto Parts	11.Kelowna Zoo	11.Kelowna Community Theatre (Production Dept.)
12.John Deere Tractors	12.Homer's Pet Gourmet	12.Lutheran Day School
13.Larry's Equipment Rental	13.The Nature Preserve	13.Northside Senior Center
14.Air Canada	14.Raptor Education Center	14.Society for Figurative Artists
15.Okanagan Restoration	15.Animeals Food Bank	15.Okanagan Arts Council
16.Big Lake Transmissions	16.Police K-9 Unit	16.Opus Framing
17.BC Farmers Cooperative	17.Interior Reef & Marine	17.Architectural Blueprinting Company
18.Hawkeye Crop-Dusting Service	18.Trout-Mountain Dog Breeders	18.Acme School of Design
19.Clean Machine Auto Detailing	19.Tail-Blazers Pet Health Food Store	19.Valley Rug Hookers
20.Marriott Airport Services	20. Pet Portraits By Peter	20.Burton's Embroidery
Create representational portfolios, picture books, resumes, and other tools for Job		

Development as needed;

Select 3 or 4 places and arrange Informational Interviews for moving into job development stage.

Will occur after Team Meeting 7/20/09 to compare notes and begin Job Development

1.

2.

3.

4.