

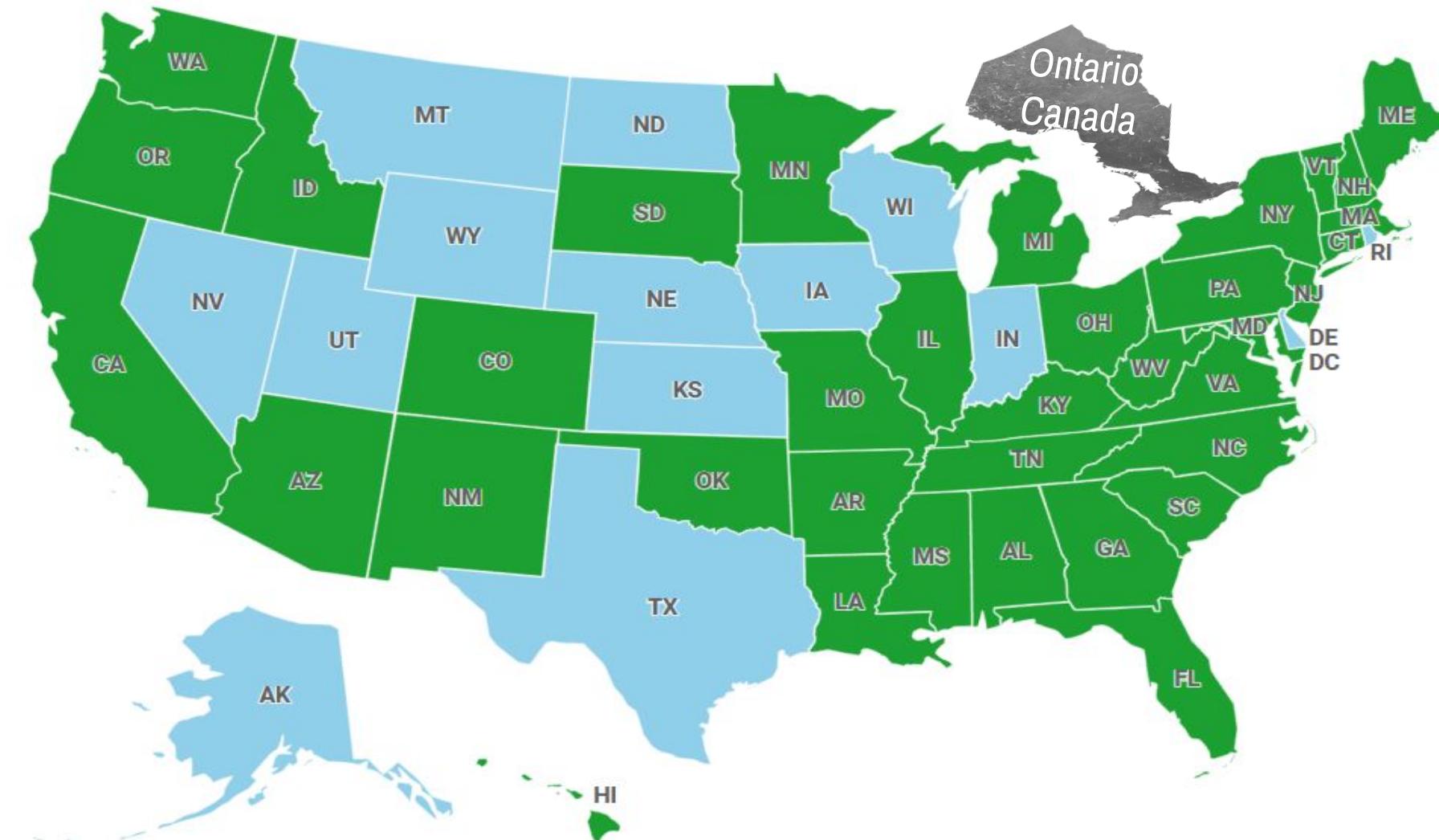


A National Connection for Self-Advocates



SARTAC Zoom Meetings

**A National
Connection for
Self-Advocates**

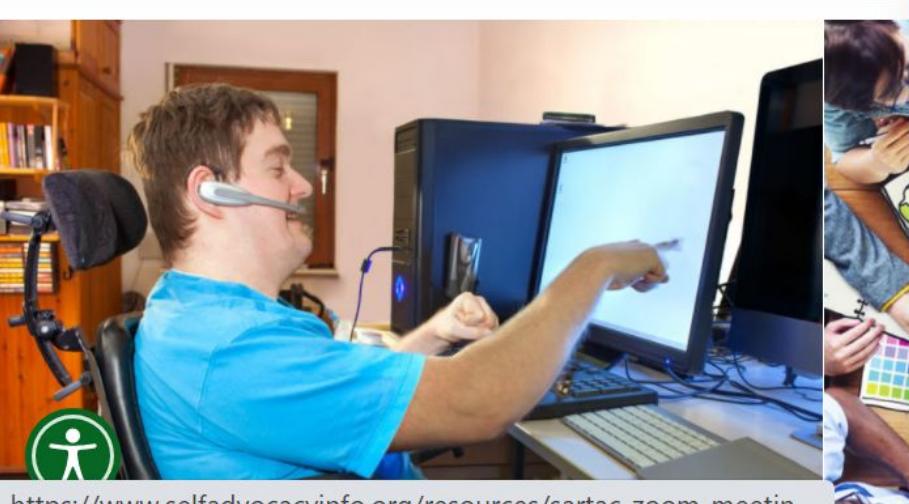


<https://selfadvocacyinfo.org/>



Self Advocacy Resource and
Technical Assistance Center

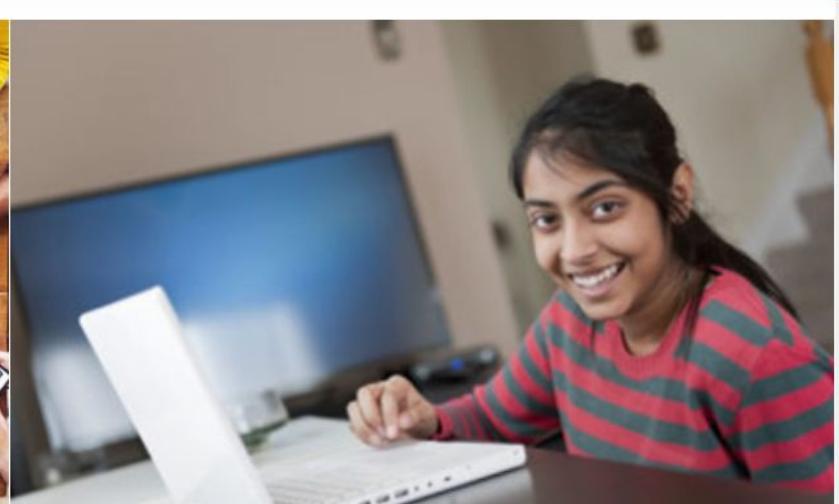
Home About ▾ Events Resources ▾ Self Advocacy Support ▾ Contact Us



Current Issues
Resources

Organization
Resources

SARTAC Zoom
Meetings



Two Clicks - #1 Click on Resources then #2 Click on SARTAC Zoom Meetings



March 20

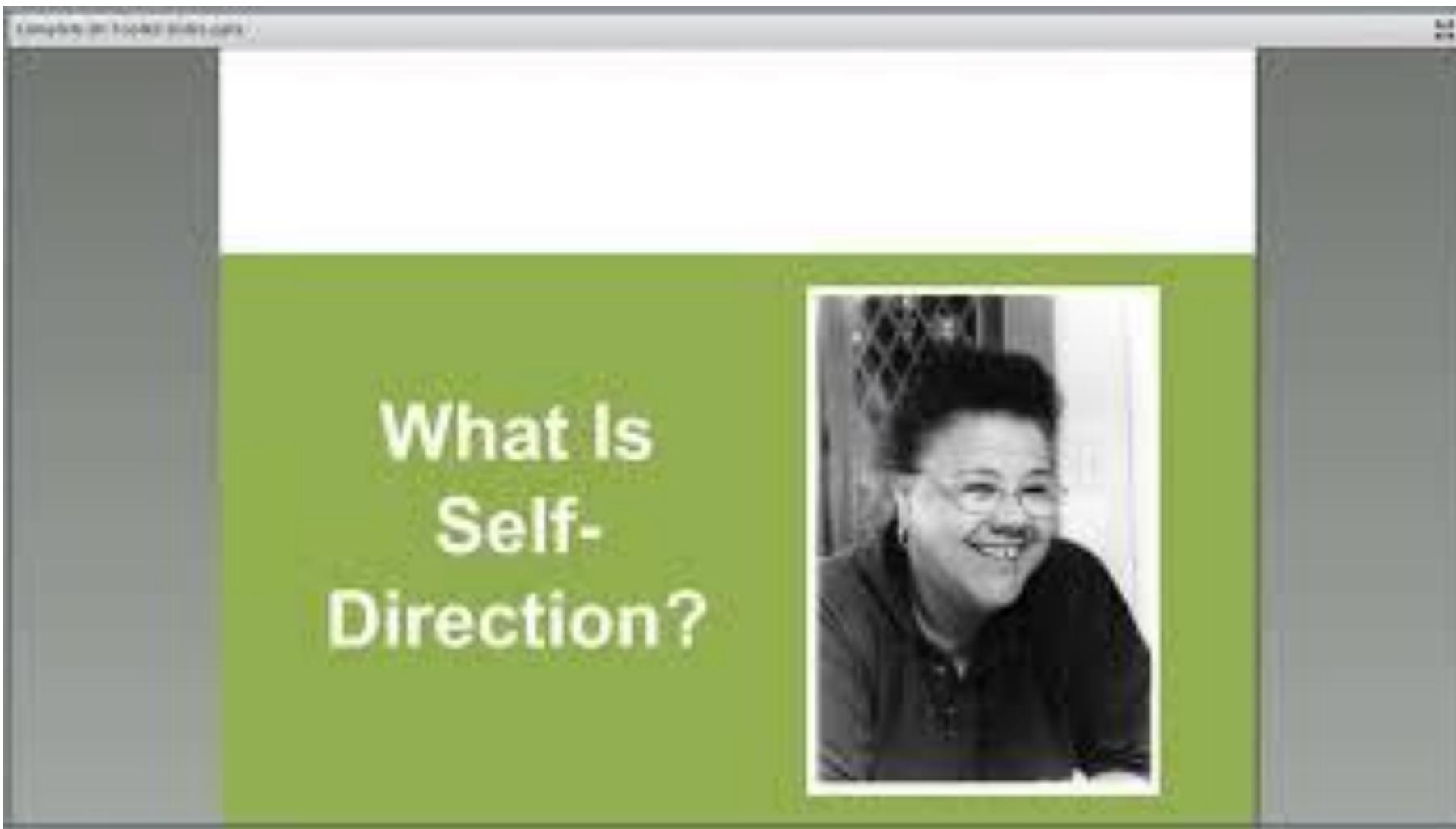
**Self-Directing or
Self-Managing
Your Services:
How That Works**

March 27

Disability Rights in the Criminal and Legal Systems



What Is Self-Direction?



https://www.youtube.com/watch?v=0ki02GS_fek

What Is Self-Direction?

Self-direction is a way to get support services at home where **you** are in charge. You get to choose the people who help you and decide when and how they provide support.

Self-direction is different from getting services through an agency. In self-direction, **you** are the boss. The people who work for you follow your instructions, not an agency's rules.

This way of getting services is based on the idea that **you** know what you need best.

Self-direction gives you more freedom to make choices about your life.



What Are My Responsibilities in Self-Direction?

When you self-direct, you have important responsibilities, including:

- Choosing who works for you
- Setting up your worker's schedule
- Teaching your worker how to help you
- Giving feedback about their work

You are never alone in self-direction. A case manager can answer your questions. A **Financial Management Services (FMS) provider** helps by handling payments and paperwork.



Is Self-Direction Right for Me?

Self-direction is a big decision because you are in charge. You may have to make more choices than if you got services from an agency.

Think about these questions:

- Do you know someone you would want to hire?
- If not, do you have a way to find someone or get help finding a worker?
- Can you teach your worker how to help you?
- Can you tell your worker what you like or don't like about their work?
- Can you manage their schedule and make sure they don't work more hours than you can pay them for?

If you're not sure about some of these, that's okay! You can choose a **representative** to help. This can be a family member or someone you trust. They can handle some of the responsibilities for you.



Why Choose Self-Direction?

Over 1 million people in the U.S. use self-direction.

People choose it because:

- They want more choice and control over their services.
- They want an option other than agency services.
- They live in places where agency care is hard to get.
- They want to hire someone they know to help them.

There are many reasons to self-direct. If you want more control over your services, this might be a good choice for you!



Hiring Workers

Self-direction lets you choose your own workers. Many people hire family or friends they trust, and self-direction allows these helpers to get paid. Others prefer to hire new staff and decide what skills and qualities they need, such as having a driver's license.

If you're unsure who to hire, think about people you know well (family, friends, or acquaintances) and ask yourself if they are trustworthy and capable.



Hiring Workers



If hiring someone new, you can write a job description and post it on **social media, job websites, newspapers, or community boards**. Before choosing someone, consider what type of person you work well with and what skills they need.

When interviewing workers, you can do it **by phone, video call, or in a public place**. Bring a friend or family member for support if needed. Ask questions about their experience, interest in the job, and any concerns they have.

As an employer, you must **follow hiring laws** and cannot discriminate based on race, religion, gender, disability, or other personal factors. Focus on finding someone who can meet your needs and make you feel comfortable and supported.

Managing Workers

When you self-direct, you must only schedule workers for the hours you can afford and check their **timesheets** or **Electronic Visit Verification (EVV)** to make sure they are correct before approving payment.

As the employer, you need to **communicate clearly** about how tasks should be done. Give feedback when necessary but balance criticism with **positive feedback**. If there is a serious issue, talk to your **case manager** and keep a record of the problem.



Managing Workers

If a worker makes you feel unsafe or engages in **abuse, theft, fraud, verbal abuse, or reckless behavior**, you have the right to **fire them**.

Some workers may not be dangerous but still not be the right fit due to **lateness, poor communication, or bad attitudes**.

If you need help managing workers, your **case manager** can guide you. Over time, most people find self-directing gets easier. Your case manager is always available for support.



ASAN has 12 Questions to Ask to See Who Is in Control

Question 1: Do your staff mind their own business?

Do they respect your privacy?

Question 2: Do staff look at your medical or bank information?

Question 3: Do your staff treat you like an adult?

Question 4: Do staff let you speak up for yourself?

Question 5: Do they boss you around, or make fun of you?

Question 6: Do you feel safe telling your staff that you didn't like something they did?

1



12 Questions to ask to see who is in control

Question 1

Do your staff mind their own business?



Do they respect your privacy?

ASAN has 12 Questions to Ask to See Who Is in Control

Question 7: Can you make your own daily schedule, or do staff do it for you?

Question 8: Do staff think you can't do things by yourself, even if you can?

Question 9: Do you get to do things by yourself if you want to? Or, does your staff do everything for you?

Question 10: Do staff have “rules” about where you can go and when?

Question 11: Will your staff help you understand information you need to know?

Question 12: Do staff know what you want help with when they come? Or do they decide what you’re going to do?

Question 5

5



Do staff say bad things about you?



Do they boss you around, or make fun of you?

<https://autisticadvocacy.org/wp-content/uploads/2021/10/9.-12-Questions-to-ask-to-see-who-is-in-control.pdf>