

Core Values / Principles of Human Services Work

- ❑ **Person Centered/Consumer Driven** -Consumer needs and goals are the central focus of treatment. The consumer is actively involved and takes ownership in all aspects of planning, which is empowering and increases the likelihood of success.
- ❑ **Strength-Based / Recovery-Focused** -Belief in growth and recovery and identification of consumer/family strengths that support strategies to meet their needs.
- ❑ **Collaboration Across Systems**-A cooperative process of providers working with consumer/families, where there is understanding of each other and a commitment and willingness to work together.
- ❑ **Team Approach** — Team member (including consumer/families) strengths and skills are used to develop a plan that leads to success and positive outcomes for consumers/families.
- ❑ **Builds on Natural Supports**-In addition to formal supports, consumers/families identify their natural supports in the community and these resources are utilized creatively and flexibly, empowering them to develop a network of community supports.
- ❑ **Ensuring Safety**—When protective services are involved or when a consumer presents at risk to harm self or others, the plan involves keeping the person safe through least restrictive means possible while also protecting the community through good supervision and monitoring.
- ❑ **Culturally Responsive** — Understanding of the issues specific to gender, age, ethnicity, disability and sexual orientation and making adjustments to address these unique circumstances.
- ❑ **Healthy Interdependence** -Developing resiliency so that consumers/families rely on others only to the extent necessary to learn and maintain new skills and behaviors.
- ❑ **Unconditional Care**-A commitment on the part of the system to be there when needed, and care is not dependent upon what the consumer/family does or does not do.
- ❑ **Trauma Informed Approach** -Understanding that past trauma has an impact on how the world is perceived, both as consumers and providers, and approaching each other in a manner that does not re-traumatize or compound the trauma.
- ❑ **Outcome Oriented**— Goals are identified, agreed upon and understood by all team members including identification of roles and responsibilities of each member of the team. Progress is monitored and success defined by all team members.