Creating the Right Fit: 
Developing a Person-Centered, Strengths-Based Profile

**Communication Observations**
Verbal, yet unable to maintain a conversational interchange. Will talk about special interests, which are Game Shows. Body Language is extremely difficult for him to understand.

**Positive Aspects:** How is this area a strength?
Game shows could be of interest to other employees... maybe able to build relationship through interest

**Concerns:** What aspects will need intervention and support?
What if the Supervisor uses facial expression and body language frequently to convey messages? Will he ‘get it’? This could be a priority skill development area.

**Social Competency Observations**
Desires social interaction, just not sure how to be successful. Does not get the subtle cues of social interaction.

**Positive Aspects:** How is this area a strength?
Wanting to interact is a place to begin

**Concerns:** What aspects will need intervention and support?
Same as above... Co-workers may use subtle cues to that Scott doesn’t pick up...

**Sensory Observations**
Needs personal space. Becomes anxious when others get too close. Sounds, including multiple voices seem overwhelming. Or unexpected sounds. Motor Skills are good. Moves easily and coordinated. Difficulty sleeping- only several hours/night.

**Positive Aspects:** How is this area a strength?
Extreme reaction to sensitivities are limited so accommodations may work. Motor skills are good - no specialized support needed. Able to function on small amount of sleep.... tries to do his best.

**Concerns:** What aspects will need intervention and support?
Personal space may be imitated in work situations. Conversations can be unpredictable Some jobs have lots of noises and may reduce efficiency/effectiveness. Due to lack of sleep may not be able to cope with stressors that he typically handles.
**Restricted/Limited Thinking and Behavior Observations**
Has difficulty moving off of favorite topic. Enjoys and NEEDS routine. Can become upset when schedule changes even if it is discussed.

**Positive Aspects:** How is this area a strength?
Jobs and other community situations often include routines. Can build on Scott’s need for routine as a strength in the right setting.

**Concerns:** What aspects will need intervention and support?
Changes can occur, sometimes unexpectedly in the community. Sometimes no time to prepare for what will happen. Need to support.

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**Cognitive Differences Observations**
Demonstrates well developed skill for visual memory. Auditory processing is not as strong.

**Positive Aspects:** How is this area a strength?
Can use visual supports effectively and likely increase independence and reduce need for ongoing supervision.

**Concerns:** What aspects will need intervention and support?
Others will need to be aware that giving verbal direction or information may not be as effective as verbal and written/pictures.

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**Emotional Regulation Observations**
Can take a break if begins to feel stressful. If unable to break and stress builds, unable to regulate and may cry, scream or throw items.

**Positive Aspects:** How is this area a strength?
Wonderful that he can take a break to prevent escalation. Perfectly acceptable to many employment situations.

**Concerns:** What aspects will need intervention and support?
If he does continue to escalate, the results may cause great concern to employer, especially if in a public business.