



Person centred culture is rooted in a common set of beliefs, values and behaviours in which it is clear and evident that people direct and are at the forefront of their own lives. Supporting all people to have choice and control, meaningful relationships and a full community life where their gifts and contributions are welcomed and celebrated is at the heart of a person centred culture.

	Individuals Served	Support Network	Leadership	Family Support Network
CONNECTEDNESS	I feel a sense of belonging with those around me; having a close circle of friends; feeling companionship. I feel valued by those in my life.	Supports are actively engaged in relationship with their colleagues, individuals served, along with the personal and professional networks of the individuals supported.	Being personally connected to the individuals served and their support teams.	Actively involved in the life of their family member; feels welcomed and invited to be a part of their life.
EMPOWERED & INSPIRED	My voice is heard and my choices are respected. I am supported in my journey to achieve my personal goals and dreams.	Supports are equipped with the necessary skills and training; they are supported in their professional role and inspire to seek personal growth of the people supported.	To have the ability to influence the direction of the organization; belief in one's role and knowing you are making a difference.	Feeling as a valued member of the support team; life experience and knowledge is respected.
COMMUNITY FOCUS (INCLUSION)	I am included and experience comfort in knowing that I have the ability to engage in meaningful activities without barriers; to participate fully in community life.	Awareness that community is where everyone journeys; opportunities are embraced and nurtured where ever they may be.	Actively participating in the community and efforts of the organization.	Family and friends are encouraged to nurture and expand on existing relationships and community connections.
SHARED VALUES & BELIEFS	I am supported by someone who shares similar interests and values in life.	Sharing common values and beliefs that drive one to come to work every day; meaningful contributions and the knowledge that they are making a difference.	Modeling and upholding the philosophy and values of the organization and the people it serves.	The values of the family are respected and reflected in the support provided.
VISIONARY LEADERSHIP	I have the ability to explore my dreams and know there is someone to advocate and support me in doing so.	Provided guidance and understanding of the organizational philosophy, vision and mission.	Looking forward and exploring future opportunities for the organization and the people it serves.	Being a part of the journey in exploring the hopes and dreams of their family member.
SELF-DETERMINATION	I have choice and control over my life.	A belief in one's own abilities and the necessity to support an individual to achieve their desired goals is number one.	Nurturing an environment whereby individual and family choices are respected.	Feeling comfortable expressing opinions; respecting the choices of their loved one.
COLLABORATION	I know my support team will engage with any and all possible supports and services that could help me achieve my goals.	Seeing value in working collaboratively with family members, like-minded individuals, organizations and business; and seeking out such opportunities.	Actively seeking mutually benefiting partnerships with community that strengthens the organization.	Confident in knowing the support team will engage in any and all possible supports and services that could help achieve their family member's goals.
CONTINUOUS LEARNING	I am afforded the opportunity to be exposed to a variety of life experiences and learning opportunities.	Provided opportunity and willingness to engage in personal and professional growth.	Valuing education and seeking out learning opportunities for all connected to the organization.	Educational opportunities are valued.
INTERDEPENDENCE	I want to be with others; not being afraid of people with whom I live; not being afraid to go outside; feeling relaxed in interactions with others. I feel like people in my life need me as much as I need them.	Relationships with individuals, family members and colleagues are mutually supportive; feeling safe and valued by those you support, your colleagues and supervisors.	Not working in isolation; always seeking feedback and opportunities for growth; having a reliance on the individuals served; positive outcomes for continued growth; healthy, positive relationships are reflective throughout the organization.	Relationships are mutually supportive; family, neighbourhood and community connections are nurtured and embraced.
SATISFACTION	I am recognized as a person and feel a sense of pride; I am comfortable expressing personal gifts, talents and satisfaction with life.	Feeling content in your place of work; feeling as though you contribute to the mission and vision. Feeling that one can contribute and have an impact in the lives of those supported.	Feeling that you are utilizing your strengths and abilities to make a difference within the organization and community; feeling joy by the success of others.	Satisfied that their family member is thriving in community; respecting that their family member has choice and control of their own life.
PERSONAL OUTCOMES	I define my own goals by exploring opportunities and discovering hopes and dreams. I am supported to work toward my goals and have a feeling of inner harmony and spiritual well being.	Hopes and dreams of an individual and their family are embraced and actualized; individuals are supported to live the life that they choose.	Witnessing positive growth in the lives of the individuals served; Personal Support Networks are valued and respected; valuing diversity within the organization. Outcomes are based on a set of common known achievable and measurable factors and are assessed on an ongoing basis.	Having a voice and contributing to the actualization of the hopes and dreams of their family member.