




# Avoiding the Trap of the Elite

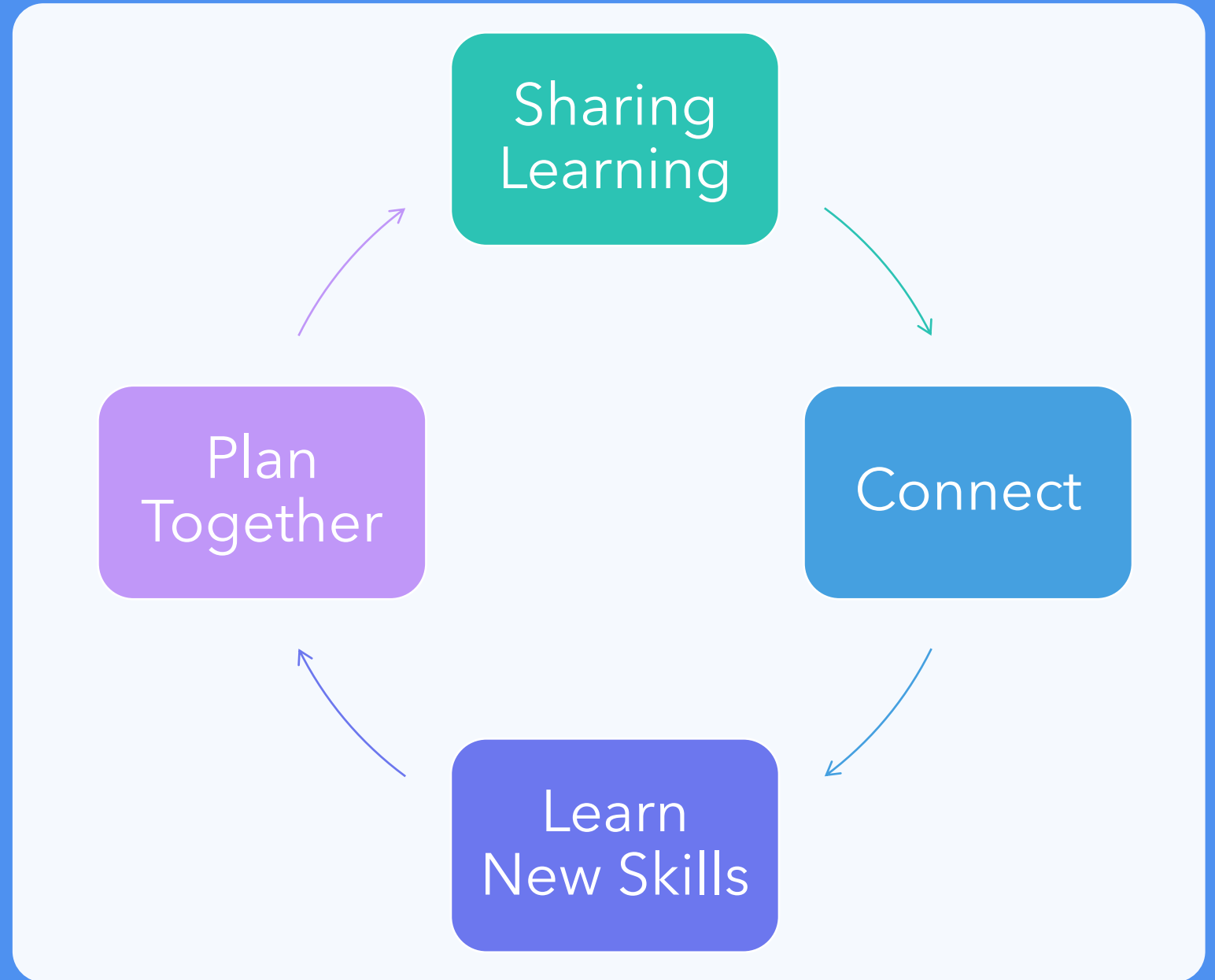
Bob Sattler  
Support Development Associates



What brings  
you to the  
TLCPCP  
Gathering  
time and time  
again?

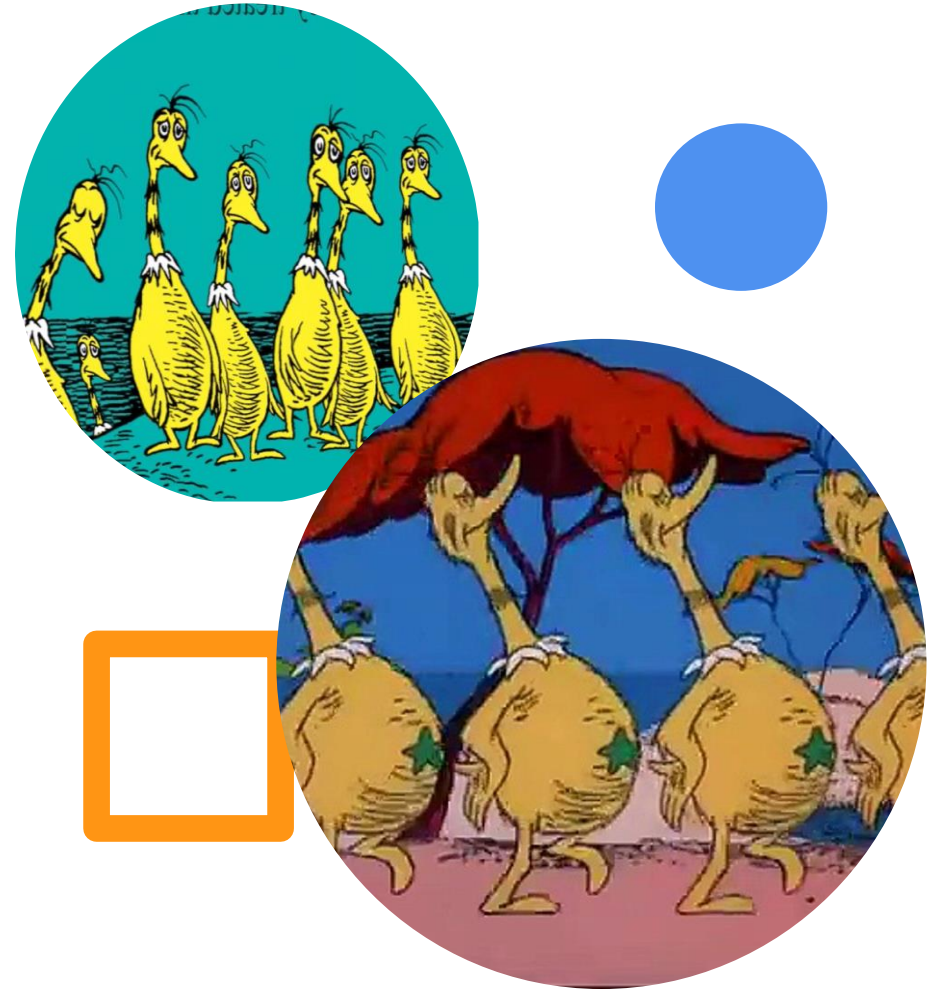
<https://join.groupmap.com/ACC-319-BC9>

# The Learning Community for Person Centered Practices Gathering Focus:



# Elite

A select group that is superior in terms of ability or qualities to the rest of a group or society







# The Trap of the Elite

Dividing the world into those who get it and  
those who don't



What has  
been  
experienced  
at our  
Gatherings

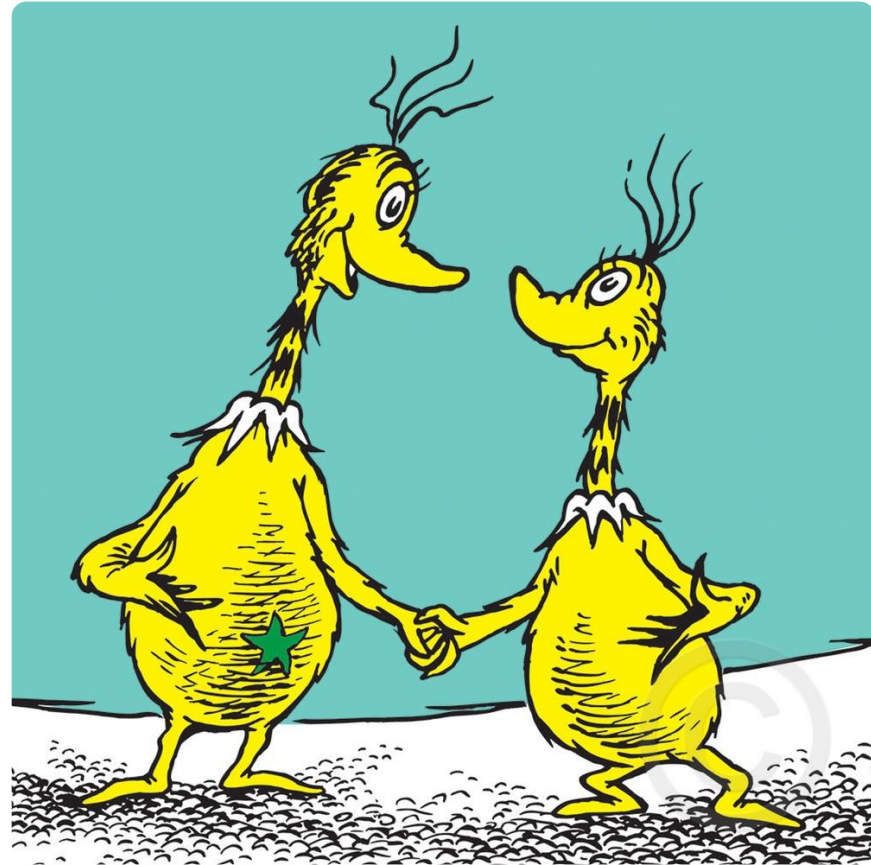
- 
- Families and People with Lived Experience
  - Those who are from large congregated settings
  - Those who are from Managed Care Organizations
  - Those who are from different generations



What have we  
personally  
experienced?

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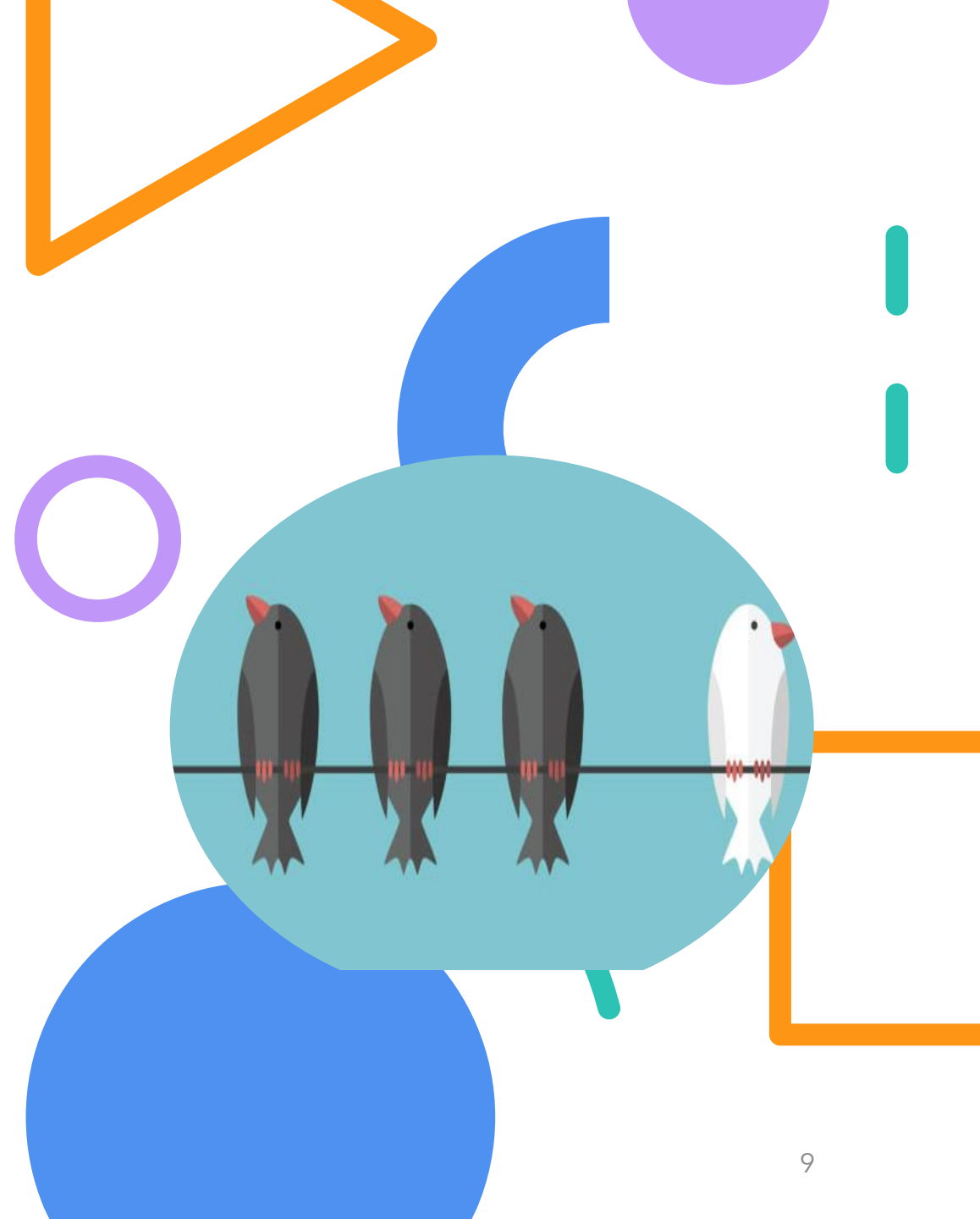
So what do  
we do to  
level things  
out?





# Recognize our Implicit Bias

- We all have them
- They set us apart from others in our group
- Formed by our experiences or beliefs
- Can be unlearned with debiasing techniques




# SCARF

SCARF is a neuroscience model related to social needs:

- Status
- Certainty
- Autonomy
- Relatedness
- Fairness

~Dr. David Rock (2008)





What can we do to  
meet people where  
they are at?

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# Person Centeredness. . .

Is a journey, not a  
destination



# Some are just beginning that journey

- The journey begins with the first step
- That first step leads to discovery
- Having someone help with that discovery leads to learning
- Learning goes both ways





“We have an obligation to support anyone who is making a sincere effort to improve people’s lives”

~Michael Smull



Thank you

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