



Recognition Insider

Stephanie Ladson



Lincoln IRA nominates Direct Support Professional, Ms. Stephanie Ladson, for Employee of the month. Ms. Ladson consistently & thoroughly demonstrated hands-on-support; pro-activeness and modeling to ensure that the individual enhances his activities for daily living. Ms. Ladson demonstrated the following core competency:

Competency Area D: Facilitating Personal Growth and Development

One of the gentlemen at Lincoln’s IRA appeared to lose his self-esteem and was unmotivated to clean his bedroom. Ms. Ladson monitored and modulated her own tone when communicating with the gentleman and consistently utilized person-first language. Ms. Ladson patiently recognizes the gentleman’s preferred learning style. Ms. Ladson incorporated the different kinds of learning styles, (visual, auditory, verbal, kinesthetic.) After discovering what learning style the gentleman prefers, Ms. Ladson encouraged the gentleman to utilize his preferred learning style to accomplish designated goal. Ms. Ladson modeled teaching techniques and taught the gentleman the step by step method to maintain a clean room. Ms. Ladson assessed the effectiveness of formal and informal teaching provided and made changes where needed. The gentleman listened attentively to Ms. Ladson’s encouragement, and support as needed. Ms. Ladson assiduously observed the gentleman during chores, and assisted and encouraged him to discard unnecessary, unimportant items to decrease clutter. The gentleman is excited that his bedroom is more spacious; minus severe clutter. Ms. Ladson verbally praises the gentleman for his active participation. The gentleman has improved moderately and now maintains a tidy room.

Competency Area P: Supporting Health & Wellness with special attention to promoting daily health practices to support good health

One of the gentlemen at Lincoln’s residence was adamant about not bathing and grooming himself appropriately. Ms. Ladson not only reviewed the gentleman’s plan to gain a better understanding of his resentment to take a shower, but she utilized the internet to explore other ways to encourage the gentleman to engage in showering minimally once a day. Ms. Ladson informed the gentleman of the importance of maintaining his health, through bathing and grooming. Ms. Ladson utilized staff analysis effectively and efficiently and worked arduously with the gentleman to accomplish task-various strategies until she discovered the following: the gentleman loves frequent compliments, and congratulations, and not to be reminded to take a shower. Ms. Ladson complimented and congratulated the gentleman for his efforts and participation. The gentleman has improved by bathing minimally once a day. The gentleman anxiously looks forward to compliments and congratulations from staff. Ms. Ladson also willingly shared the aforementioned information with her co-workers.

Ms. Ladson respected the gentleman’s choice regarding dressing. Initially, the gentleman was not dressing appropriately for specific occasions. Ms. Ladson taught the gentleman to dress accordingly, for example, when going to a grocery store, he can wear sweat pants of his choice; however, when going to restaurants and/or functions of his choice, he should dress appropriately to dress code. The gentleman has improved his attire and has moved away from always dressing in sweat pants, to dressing in jeans, formal/informal attire. The gentleman takes more pride in his attire. Ms. Ladson develops a respectful, genuine and trustworthy relationship with the gentleman that is demonstrated through soft tone in voice, interpersonal interactions, and content of conversation.

Ms. Ladson continues to work arduously with the gentlemen at Lincoln’s IRA, including going the ‘extra mile’ to ensure that all the gentlemen received quality care services. This empathy is recognized by management, co-workers, and peers that Ms. Ladson serves.

I conclude by joyfully nominated Ms. Ladson for her industrious work with the gentleman to achieve changes in a positive way.

Meril Brandt, Residence Manager

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Special points of interest:

• If you see someone who should be nominated for Employee of the Month mention it to their Supervisor.

Employee of the Month 2019

January

Linda Lemily

February

Ginna Gonzalez

March

Lori Ann Tucci

April

Neila Millien

May

Stephanie Ladson

Team Spirit

Monica Pettway

Cristina Perera

Team Spirit Nominee

Cambria IRA

Admin of the Quarter

Alexandra Garcia

Employee of the Month Nominees

2019

January

Mariam Raza Com Hab

Darryl Nobles Com Hab

February

Rhonda Edwards Com Hab

Carlis Duran Home Care

Raul Rivera Home Care

Carles Van Riel Lincoln

April

Primottee Lee Chong Sunset

Jasmine Adams Bryant

Travis Duffus Rosedale

Wendy Harry Liberty

Tamara Lino Livonia

Janet Beckford Simms Arlington

Maria Paulino Underhill

May

Lois Colon Underhill