



Customized Discovery Staging Record

Employment Seeker's Name	
Employment Specialist(s) Completing DSR	
Stage 2 Beginning Date	

Fill in your answers in the white areas.

Stage 2: Creating New Opportunities

Fill in your answers in the white areas.

Purpose/ Goals

Explore new places, people, and activities.

Go to new places, talk to new people, and participate in new activities based on what was learned in Stage 1. Find others with similar skills and interests in the employment seeker's community.

As you complete these activities, Vocational Themes will begin to emerge. Identify small businesses that align with the Vocational Themes. Talk to owners and managers to learn from their personal and business experience, get advice and information on Vocational Themes – other places to explore and people to talk to; participate in task-based activities at businesses. The objective is to continue learning about each of the Emerging Vocational Themes to verify what will work effectively for the Employment Seeker. The result of Stage 2 is to Confirm Vocational Themes.

Gathering Information

Consider what relationships, places, and activities to explore, based on what was learned in Stage 1.

- Talk to 3-6 people with similar skills and interests to learn more about places and activities to explore with the employment seeker given what has been identified in #1 above.

- Engage in 3-6 new task-based activities in places related to the employment seeker's existing skills, experiences, and interests.

Talk with 3-6 owners or managers of businesses where people with similar themes work.

- Ask questions to learn about the business and industry to verify the vocational themes; pursue any meaningful opportunities to engage in work tasks that emerge during the conversations.
- Generate a final list of confirmed vocational themes (3) that will guide Customized Job Development.

What will be learned in Stage 2

By the end of Stage 2, information gathering is complete, and the team is prepared to begin Customized Job Development planning.

Emerging Patterns/ Themes (identified in Stage 1)

1.
2.
3.
4.
5.

Unfamiliar (Novel) Task-Based Activities

Unfamiliar Task-Based Activity #1

Activity			
Location		Date	
Participants			
Objective Description of what happened during the activity			
Tasks Performed			
Skills Demonstrated			
Interests Revealed			
Attributes			
Conditions of Employment			
Work Culture Considerations			

Unfamiliar Task-Based Activity #2

Activity			
Location		Date	
Participants			
Objective Description of what happened during the activity			
Tasks Performed			
Skills Demonstrated			
Interests Revealed			
Attributes			
Conditions of Employment			
Work Culture Considerations			

Unfamiliar Task-Based Activity #3

Activity			
Location		Date	
Participants			
Objective Description of what happened during the activity			

Tasks Performed	
Skills Demonstrated	
Interests Revealed	
Attributes	
Conditions of Employment	
Work Culture Considerations	

Vocational Themes Review

Key Tasks Performed during Discovery Activities/ Observations

Skills Demonstrated during Discovery Activities/ Observations

Interests Revealed/ Confirmed during Discovery Activities/ Observations (with evidence)

Personal Attributes Expressed during Discovery Activities/ Observations

Conditions of Employment Identified during Discovery Activities/ Observations (include evidence)

Work Culture Elements Identified during Discovery Activities/ Observations (include evidence)

Review all components above with the team to identify potential vocational themes. List these in order of strongest to weakest below.

Potential Theme 1

Theme	
Evidence to support theme (from home visit, conversations, activities, etc.)	
Three places where people with similar themes work	
1	
2	
3	
Community Connectors who could help	

Potential Theme 2

Theme	
Evidence to support theme (from home visit, conversations, activities, etc.)	
Three places where people with similar themes work	
1	

2
3
Community Connectors who could help

Potential Theme 3

Theme
Evidence to support theme (from home visit, conversations, activities, etc.)
Three places where people with similar themes work
1
2
3
Community Connectors who could help

Informational Interviews

Informational Interview #1

Business Name		Date	
Who Participated			
Summary (what was discussed, done, learned)			
Recommendations/ Feedback/ Connections from Business			
Activity Details (if applicable)			

Informational Interview #2

Business Name		Date	
Who Participated			
Summary (what was discussed, done, learned)			
Recommendations/ Feedback/ Connections from Business			
Activity Details (if applicable)			

Informational Interview #3

Business Name		Date	
Who Participated			
Summary (what was discussed, done, learned)			
Recommendations/ Feedback/ Connections from Business			
Activity (if applicable)			

Evidence of Themes:

Vocational Themes

(Not job descriptions or tasks. Must meld interests, talents, & skills.)

Which themes seem strongest and why (provide evidence)?
1.
2.
3.
New interests/ talents revealed? Emerging themes to explore?
What information and activities are needed to settle on the final list of Vocational Themes? (Continue to engage in unfamiliar Discovery activities and/ or informational interviews until three themes are verified and confirmed.)

Confirmed Vocational Themes

Vocational Theme #1	
Marketable Skills/ Contributions/ Attributes related to theme	

Community Connectors/ Resources
1
2
3

Vocational Theme #2	
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Marketable Skills/ Contributions/ Attributes related to theme
Community Connectors/ Resources
1
2
3

Vocational Theme #3	
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Marketable Skills/ Contributions/ Attributes related to theme
Community Connectors/ Resources
1
2
3