



RESOURCE MANAGEMENT

Resource management means planning and using resources like people, finances and tools effectively to provide quality support in a person centered manner. Resources are used responsibly and in line with the person's or PCL's values and goals.



GROWTH LEVELS



Emerging

Takes a person-centered approach to identify needs, connect individuals with resources, involve support networks, and use resources responsibly in line with shared values.

Evolving

Effectively uses existing resources, seek new opportunities for improvement, build resource management skills, and encourage others to do the same. Maintains equipment, takes responsibility for financial decisions, and recommend solutions to address gaps and improve support.

Leading

Gathers ongoing feedback to make informed decisions, manage people and finances responsibly, and acts with accountability and ethics. They identify skills, build partnerships, recognize sector trends, and coach others in resource management, maintaining high standards with a strong focus on people.

Influencing

Advocates for resources at all levels, promote effective use across sectors, and operate strategically to identify risks and plan for long-term needs. They support sustainable initiatives, champion organizational resource use, and actively seek funding opportunities.



Complete your self assessment on Advocacy and email it to yourself and then share with your mentor or someone you trust. [Click here to do a self assessment](#)

TEAM ACTIVITY

The Circadian Rhythm

Oftentimes, people are productive at different times during the day. Some enjoy working late at night, others in the morning, and so on. You get the idea.

However, when it comes to teamwork, the employees' body clocks (aka circadian clocks) should be synchronized to be time-efficient.

Here's how this time management activity works:

- Each member of the team should write down their daily routine.
- Players then must determine how energized they usually feel during each hour of the day.
- Once everybody is done, discuss the following questions:
- When do you get the most work done?
- At which time are you most distracted?
- When is it best to take a break?

This way you will find workers with similar productivity hours and you'll be able to form better teams.

Use a tool like [Doodle](#) to input all the data and you'll have the best work routine for this team.

ACTIVITIES TO ASSIST WITH COMPETENCY DEVELOPMENT

- Make a list of goals for the people you support and identify the resources they need to achieve them.
- Make an organizational chart for where you work. Identify the resources within each area of the organization- including knowledge/ equipment/ finances etc.
- Create a mind map of the various people, agencies, organizations or groups that the person you support is connected to. Identify the gift and value of each of these connections.
- Ask your co-workers about what goals and objectives they have. Ask them what resources they need to achieve their priorities.
- Make a list of all equipment that you use in your work location. Determine what maintenance is required for the equipment
- Determine the 3 biggest costs for your program/ organization.
- Explore 3 sources of new funding. •
- List 3 actions that could cut costs- and identify the implications of these actions

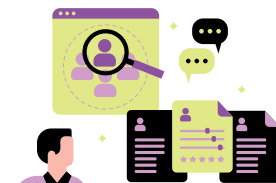
Learn more about the modernized core
competencies:

VISIT: <https://dscorecomp.com>





RESOURCE MANAGEMENT



How You Can Practice Good Resource Management

Resource management means using what's available—like people, tools, money, and time—in smart and respectful ways to give the best support possible. Here's how you can do it:

1. Focus on the Person First

- Talk with the person you support to learn about their strengths, needs, and goals.
- Use this information to figure out what kinds of support they need—like help with daily tasks, life skills, or connecting with family and community.

2. Know What's Available

- Learn about the resources in your organization and community (programs, services, tools, people).
- Share this information with the person and their family so they know what's out there.

3. Involve the Support Network

- Encourage family, friends, and other support people to be part of the person's journey.
- Help them share their knowledge and skills in ways that support the person's goals.

4. Use Money Responsibly

- When buying things for someone, make sure it's what they want and need.
- Spend in a way that respects their values and priorities.
- Keep track of spending and be honest and careful with financial decisions.

5. Take Care of Tools and Equipment

- Keep things clean, safe, and working well.
- If something breaks or needs fixing, report it or contact the right service provider.

6. Keep Improving

- Pay attention to what's working and what's not.
- If you see a gap or a better way to do something, speak up and share your ideas.
- Keep learning about how to manage resources better and help others do the same.

7. Make Smart Choices

- Use what's already available in the best way possible.
- Look for new opportunities or tools that could improve the support you give.



If you see it, share it!

Recognize your teammates

when you see them do a core competency. Watch for cards on your home/program bulletin board for details.