



Making a world of difference
in people's lives

The National Alliance for Direct Support Professionals Direct Support Professional (DSP) Job Description

Rev. 5.18

The role of a direct support professional is complex and requires a specific set of skills and values. The following represents what to expect in one's practice as a direct support professional.

- Direct support professionals assist people who need support to lead self-directed lives and participate fully in their communities. Direct support professionals recognize the unique gifts, preferences and needs of each person supported.
- Direct support professionals recognize the personhood of people they support. They partner with them in making informed decisions and everyday choices about their finances, well-being, relationships, and employment.
- Direct support professionals will use knowledge, skills (competencies), and values (NADSP Code of Ethics) to guide their work and provide quality services. Direct support professionals continue to learn and develop their professional abilities through ongoing in-service and self-directed education and training.
- Direct support professionals understand that **quality** services occur at the point of interaction with the people that they support.
- Direct support professionals realize that their role includes being a mentor and a facilitator. Direct support professionals inform the people they support regarding their responsibilities and advocate with them for their valued role in society.
- Direct support professionals empower people they support to have meaningful relationships with friends, their families, and promote integration and inclusion in all our nation's communities.
- Direct support professionals respect the privacy of the people they support and commit to promote their physical and emotional well-being.
- The following list of the National Alliance for Direct Support Professionals Competencies will be used to evaluate, develop and educate direct support professionals;
 - Participant Empowerment
 - Communication
 - Assessment
 - Community and Service Networking
 - Facilitation of Services
 - Community Living Skills and Supports
 - Education, Training and Self-Development
 - Advocacy
 - Vocational, Educational and Career Support
 - Crisis Prevention and Intervention
 - Organizational Participation
 - Documentation
 - Building and Maintaining Friendships and Relationships
 - Person-Centered Supports
 - Supporting Health and Wellness



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