

# Discovery Fidelity Scale (DFS)

Stephen Hall PhD  
Director Employment Policy and Research  
Griffin-Hammis Associates



## Limitations

- Reliability and Validity Testing
- DFS Authorized Administrator Training
- Citation: Hall, S., Keeton, B., Cassidy, P., Iovannone, R., & Griffin, C. (2016) *Discovery Fidelity Scale*, all rights reserved, Atlanta, GA: *Griffin Hammis Associates*

## Consensus Among Experts

- Riesen, T., Hall, S. Keeton, B., Jones, K. (2019) Customized Employment Discovery Fidelity, Developing a Consensus Among Experts. *Journal of Vocational Rehabilitation*, 50, 23-37.

## Discovery

- A Customized Alternative to Evaluation or Assessment



## Discovery is Not

- An Evaluation or Assessment
- Stand-alone Service
- Job Development



## Discovery is

- Learning Something More
- Revealing the Job Seeker at his or her best
- A Determination on How Best to Proceed



## Discovery Fidelity Scale

- What is Discovery?
- What is Fidelity?
- What is Scale? Degrees of Correctness (-1,1,2,3)
- DFS Development History

## Discovery in California, Utah, South Dakota, Missouri, Michigan, Virginia

- Training on How to Administer the Discovery Fidelity Scale (DFS)
- Who should administer the DFS?
- When should the DFS be administered?
- Sending DFS results data, Internal Review Board approved process
- Improving DFS reliability and validity based on results and follow-up

## Discovery in California, Utah, South Dakota, Missouri, Michigan, Virginia

- To Administrators of the DFS, after DFS training:
  - Please give the Employment Specialist who will be implementing Discovery a copy of the "cheatsheet" explain it, and how you will use it to determine his or her final work product's fidelity to Discovery.
  - Before Discovery begins, encourage changes to the planned Discovery process to make them better match the DFS fidelity expectations.

## DFS Systems Fidelity

- Authorization and Access
- Financing
- Discovery Providers

## Authorization, Access, Financing, Personnel

- Discovery, initial process in CE service referral
- Persons eligible for SE are eligible for CE
- Accurate Financing based on reasonably principled analysis of hourly costs
- CE Personnel

## Discovery Services Fidelity

- Home and Neighborhood Visits
- Discovery Activities
- Informational Interviews
- Vocational Profile Narrative Review
- Employment Plan



## home, neighborhood, activities

- "smooth listening," not questions
- walking with others
- Discovery activities are your learning how best to support



## informational interviews, narrative review, employment plan

- informational interviews, possibilities, uncertainty
- vocational profile narrative review means making changes, re-work
- employment plan = contacts for job development

## What's Next?

### Job Development Fidelity Scale (JDFS)

### To Learn More about Discovery and the DFS

- Contact Griffin-Hammis Associates
- [shall@griffinhammis.com](mailto:shall@griffinhammis.com)
- Thank You!!!





## For Information about DRRP:

- DRRP on Customized Employment of Individuals with Disabilities
- <https://drrp.vcurrtec.org>
- This project is funded by a grant from the National Institute on Disability, Independent Living, and Rehabilitation Research (NIDILRR grant #90DP0085) on Customized Employment of Individuals with Disabilities.