

PAC Consultant Criteria

PAC Consultants help counsel and advise families and other individuals working through dementia related challenges using effective communication techniques, strategies to connect with clients in a meaningful way, and methods of providing the right resources at the right time.

PAC Consultants are always building... **Awareness – Knowledge – Skill – Competence**

UNAWARE CONSULTANT

An Unaware Consultant may be: *a strong Consultant who is unaware of the PAC specific methods and tools.* Even with completion of your certification, some areas of this criteria may be marked as unaware, meaning that you haven't seen a use for the material or have not tried it out at all yet.

NOVICE CONSULTANT **AWARE**

A Novice Consultant can: *identify, label, list, define, describe, and recognize* the criteria for consultant certification. *Demonstrate in their coaching sessions that they have a basic understanding of the criteria for certification of a PAC consultant through various methods.* A Novice Consultant will utilize their PAC materials for gathering data and guiding their clients to make effective changes.

A Novice Consultant will be able to meet the following criteria:

1. Describe the criteria for certification and the role of a PAC Consultant.
2. Gather pertinent data in order to help guide clients.
3. Recognize significant known features of all 6 elements to demystify and resolve difficult situations.
4. Identify significant, valuable data that is missing using 6 pieces of the puzzle.
5. Recognize specific questions that help gather the data needed to see the *big picture*.
6. Identify personality traits as well as preferred learning styles and intelligences.
7. Recognize stages of grief and loss.
8. Recognize the difference between *fixing* a situation and *empowering* their clients to make effective changes using the PAC Consulting Cycles.
9. Utilize PAC materials as tools in their role as consultant.

Where are you?

Unaware
Novice
Proficient
Accomplished
Master

PROFICIENT CONSULTANT **KNOWLEDGEABLE**

A Proficient Consultant can: *Explain, illustrate, and use examples* of their knowledge, abilities, and attitude of PAC consulting during the sessions with their clients and during role-plays in their coaching calls.

Demonstrate in their coaching sessions that they are practicing PAC consultant skills and can identify opportunities for growth. Proficient Consultants will integrate PAC materials in their session with clients by utilizing these as a guide and use questions rather trying to fix a situation. The Proficient Consultants will guide their clients and empower them to make effective changes.

A Proficient Consultant will be able to meet the following criteria:

1. Explain the criteria for certification and the role of a PAC consultant.
2. Gather pertinent data in order to help guide clients.
3. Describe significant known features of all 6 elements to demystify and resolve difficult situations.
4. Explain significant, valuable, missing data using 6 pieces of the puzzle.
5. Use open-ended questions that help gather data needed to see the *big picture*.
6. Explain personality traits, preferred learning styles and intelligences, and how this effects the interactions with their client.
7. Explain stages of grief and loss and the need for PPA and validation.
8. Explain the difference between *fixing* a situation and *empowering* their clients to make effective changes using the PAC Consulting Cycles.
9. Utilize PAC materials as tools in their role as consultant.

ACCOMPLISHED CONSULTANT **SKILLED**

An Accomplished Consultant can: *Compare, analyze, distinguish, prioritize, and differentiate* the 6 pieces of the puzzle, intelligences, personality traits, and stages of grief and loss as they pertain to their clients, individuals living with dementia, and their care partners. *Demonstrate in their coaching sessions that they are consistent with PAC consultant objectives and can clearly analyze the work with their clients by adapting to opportunities to utilize their PAC Skills. They are consistently using their PAC Skills throughout their work. An Accomplished Consultant will demonstrate that they can and do validate their clients and recognize that the client will need to work through the stages of grief and loss in order to come to acceptance. Accomplished Consultant use PAC materials as tools and supporting material. The Accomplished consultant will identify the different personality traits and learning styles of their participants and make adjustments during the sessions.*

An Accomplished Consultant will be able to meet the following criteria:

1. Prioritize their role as a PAC consultant when working with a client.
2. Analyze pertinent data in order to help guide clients.
3. Compare significant known features of all 6 elements to demystify and resolve difficult situations.
4. Analyze significant, valuable, missing data using 6 pieces of the puzzle.
5. Prioritize and utilize open-ended questions that help gather the data needed to see the *big picture*.
6. Distinguish personality traits, preferred learning styles and intelligences, and use these as tools to affect positive results during interactions with their client.
7. Distinguish stages of grief and loss, recognize how these stages affect the client's ability to take in and manage data, and use PPA and validation with clients.
8. Empower their clients to make effective changes using the PAC Consulting Cycles.
9. Utilize PAC materials as tools in their role as consultant.

MASTER CONSULTANT **COMPETENT**

A Master Consultant can: *Plan, create, organize, develop, evaluate, support, strategize, and recommend* information and skill to meet the needs of individuals living with dementia, and their care partners using the criteria for PAC consultant certification. **Demonstrate in their coaching sessions that they consistently use PAC skills and tools throughout their work with clients.** They recognize and demonstrate that their clients benefit by being empowered to make effective changes and seeing the big picture. Master Consultants ask open-ended questions and empower clients through guided questions and supportive interactions. These questions and opportunities demonstrate that the consultant has a clear understanding of and can affectively adapt to learning styles, personality traits, and stages of grief and loss. Therefore they adapt their consultations to meet the needs of the person present.

A Master Consultant will be able to meet the following criteria:

1. Support and meet the needs of the client seamlessly using all pieces of the PAC Consultant role.
2. Evaluate pertinent data in order to help guide clients and possibly guide others to find this data.
3. Evaluate and guide others to navigate through significant known features of all 6 elements to demystify and resolve difficult situations.
4. Evaluate significant, valuable, missing data using 6 pieces of the puzzle.
5. Create opportunities through open-ended questions that help gather data needed to enable the client to see the *big picture*.
6. Support personality traits, preferred learning styles and intelligences, and adapt interactions with their client.
7. Plan strategies for support and guidance through stages of grief and loss and use PPA, reflective language and validation with their clients.
8. Strategize with their clients to make effective changes using the PAC Consulting Cycles.
9. Create effective ways to use PAC materials as tools for their clients.