Using the Person Environment Occupation Performance (PEOP) Model to Maximize Participation in Work Activities for Youth With Disabilities (adapted from Baum & Christiansen, 2005)

Physiological

Optimal physical capacity (strength, flexibility, endurance), alertness, and health maximizes participation in vocational activities. Adequate sleep and nutrition are necessary for recovery and optimal health. Work should be age appropriate (youth might do chores, young adults might work in the community).

Cognitive

The understanding of a person's cognitive abilities (thinking, memory, problem solving and reasoning, and attention regulation) can maximize participation in vocational activities.

Spiritual

Engaging in purposeful and meaningful work is essential to develop self-esteem and personal identity.

PERSON FACTORS

Psychological

Factors which facilitate the initiation, continuation, and completion of work task include motivation, interest, self-awareness, and mental health status.

Neuro-behavioral:

The systems that regulate responses to sensory and motor inputs, sensory) are foundational supports to maximize capacity to engage in work. These provide feedback for the individual to continue work or to adjust the pattern to engage in work more effectively and efficiently (e.g. having the motor control and sensory feedback in one's hand to maintain grip on a tool supports task completion).

OCCUPATION

Age appropriate tasks or activities the client wants/needs to do which may be modified to increase independence and participation in work activities

OCCUPATIONAL PERFORMANCE AND PARTICIPATION

The act of doing the occupation

PERFORMANC

Social support

Relationships with families, significant individuals, caregivers, peers, schools, and communities support participation in vocational activities. These interpersonal relationships presume competence that the person has the capacity to engage in meaningful work and that there are available work options for him/her.

Social & Economic systems

Available work opportunities in schools and communities that may be paid, volunteer, or bartered. Work options provide competitive work experiences with clear expectations, accommodations or modifications, and flexibility of work rules or policies to support the individual's specific needs maximize participation in vocational activities.

ENVIRONMENT FACTORS

Culture & Values

Comprises the value of personhood as a member of the community, contributor to work setting, and influencer of society through their work is a right for all people.

Natural Environment:

The natural environment includes the natural elements present within the environment such as terrain, vegetation, lighting, signage, temperature, height, and sound. These elements can be barriers or facilitators to the work environment, such as the presence or absence of sound.

Built Environment & Technology

The physical work location (accessibility), technology (internet, TTY, work & learning apps), environmental set up (size of space, furniture, work station, tools) & work task (pacing, scheduling, rest breaks, efficiency) comprise the work environment. Adaptations may include accessibility (e.g. ramp to access building, elevator), task analysis (e.g. modification to work sequence, pacing), modified work tools (e.g. adapted handle) or modified work space (e.g. adjust height of chair or work surface).

Adapted by Tammy Blake, OTD, OTR/L and Connie Johnson, PT, DScPT (tammyrblake@gmail.com) from: Baum, CM & Christiansen, CH. (2005). Person-Environment-Occupation-Performance: An occupation-based framework for practice. In CH Christiansen, CM Baum, & J Bass-Haugen (Eds.). Occupational therapy: performance, participation, and well-being (3rd ed). Thorofare, NJ: SLACK, Inc.