



DSP Orientation Test

Section I: The Values that Support Life in the Community

Please circle the correct answers for the following multiple choice and true/false questions on the test answer sheet.

1. **DBHDS values Direct Support Professionals who:**
 - A) Communicate clearly, openly and honestly
 - B) Work to ensure that people are healthy, safe and valued by others
 - C) Use person-centered practices
 - D) All of the above

2. **All of the following are examples of Virginia's Person-Centered Principles except:**
 - A) Listening
 - B) Community
 - C) Productivity
 - D) Self-Direction

3. **Things that are typically considered 'important to' someone include all except:**
 - A) Things to do
 - B) Rituals and routines
 - C) Staying safe
 - D) Relationships

4. **People with developmental disabilities:**
 - A) Are all very similar.
 - B) Always need assistance with personal hygiene.
 - C) Are valuable and contributing members of their communities.
 - D) Should be treated like children rather than adults.

5. **The concept "dignity of risk" means that the risks that are part of ordinary life:**
 - A) Are too dangerous for people with developmental disabilities.
 - B) Can lead to personal growth, development, and fulfillment for people with developmental disabilities.
 - C) Are so great that people with developmental disabilities must live in large institutions to have safer, risk free lives.
 - D) Are allowable if the person has signed a release of liability.

6. **In following the concept of "dignity of risk" one of the most important staff responsibilities is for staff to:**
 - A) Get a release of information signed by the person's parent.
 - B) Allow the people you support to do anything they choose to do.
 - C) Provide the people you support with meaningful information about the possible consequences of their actions so they can make informed choices and decisions.
 - D) Tell the people you support what you think is the safest way for them to behave.

7. **An example of the principle of “community connection” is:**
- A) Putting signs in front of the group home so the public will understand that people with disabilities have a right to live in the community.
 - B) Special camps for children and adults with disabilities which create a separate, safe community.
 - C) Taking the people in your day support program to see Santa Claus at the mall.
 - D) Helping a person you support become a volunteer at a local hospital.
8. **Based on the principle of “community presence and participation,” people with disabilities lead better lives when they:**
- A) Participate primarily in activities with other people with disabilities because they’re the only people who really understand them.
 - B) Attend special classes which are taught at a slower pace.
 - C) Have the chance to experience routine community activities and to interact with others in his or her community who do not have disabilities.
 - D) Live and work with other people with disabilities.
9. **Employment First means that:**
- A) The first option of what to do during the day that is offered to people with disabilities is integrated, community employment.
 - B) Because work is so highly valued, all people using Waiver services should work in the community.
 - C) People with disabilities should stay at the first job they get.
 - D) Those who don’t choose work the first time, should not be asked about it again.
10. **An example of using “natural supports” is:**
- A) Teaching someone who needs transportation to a weekday job to ride the bus at 10:00 a.m. on Saturday instead of rush hour on a weekday because there are fewer passengers.
 - B) Helping the people you support to join the neighborhood association where they live, so they can meet some of their neighbors.
 - C) Leaving the people you support in the van while you run in the convenience store to buy drinks for everyone.
 - D) Teaching someone to iron without plugging in the iron.
11. **People with developmental disabilities cannot indicate choice unless they are verbal, so it is essential that speech therapy be available to all people with developmental disabilities.**
- True or False
12. **It is important to offer people both immediate choices (such as what to eat for lunch) and long-term choices (such as where and with whom to live).**
- True or False

13. **Dignity of risk** involves supporting people with developmental disabilities to make informed decisions.

True or False

14. **One of the reasons adults with developmental disabilities are often not given the respect they deserve is:**

- A) A tendency to see the disability rather than the person first.
- B) A lack of experience with or exposure to persons who have disabilities.
- C) A tendency to view adults with developmental disabilities as childlike.
- D) All of the above.

15. **Talking about the people you support in their presence is okay if you're certain they don't understand what you're saying.**

True or False

16. **People with developmental disabilities have the same rights to privacy, due process, speech, and freedom of religion as people without disabilities, however, they don't have the right to vote or the right to marry.**

True or False

17. **As an employee of a Community Services Board or private agency supporting people with disabilities, you will be responsible for respecting the human rights of the people you support and following related agency human rights policies.**

True or False

18. **Home and Community-Based (HCB) Waivers allow Medicaid funding of supports to people in their communities instead of in an institution (such as a training center or nursing home).**

True or False

19. **The core of person-centered planning (PCP) is:**

- A) To have better paperwork.
- B) To ensure the funding of programs and services.
- C) To empower people using supports to make decisions and choices that direct and shape their own lives.

Section II: Introduction to Developmental Disabilities

Please circle the correct answers for the following multiple choice and true/false questions on the test answer sheet.

- 1. The definition of developmental disability includes:**

 - A) A severe, chronic disability that is attributable to a mental or physical impairment
 - B) Lacking skills such as communication, self-help skills, and economic self-sufficiency.
 - C) Onset before age 22
 - D) All of the above.

- 2. People with developmental disabilities:**

 - A) All need the same things.
 - B) Are best supported with the same approach.
 - C) All need psychological services.
 - D) Have their own goals.

- 3. Developmental disabilities include the following:**

 - A) Intellectual disabilities
 - B) Autism
 - C) Cerebral palsy
 - D) All of the above

- 4. Which of the following is true of intellectual disability?**

 - A) A cure has not yet been found, although research is getting closer.
 - B) The best way to provide services to people with intellectual disability is by grouping them according to level of intellectual functioning.
 - C) Supports may be required throughout the lifetime of a person with intellectual disability.
 - D) Only doctors who specialize in treating individuals with intellectual disability are capable of providing good medical treatment to people with intellectual disability.

- 5. By talking to and treating people with developmental disabilities as equals, staff can assist them to be recognized as capable, productive citizens by members of the community.**

True or False

- 6. If a person who doesn't talk frequently points to pictures of airplanes and smiles, some things a "roadblock removing" staff person might do include arranging for a plane ride or helping the individual visit an air show.**

True or False

7. **A person with developmental disabilities cannot drive a car.**

True or False

8. **The best way to support a person with developmental disabilities is to provide opportunities based on the information about past successes and failures that came from records or staff memories.**

True or False

9. **A person who suffers brain injury as a result of a car accident at age 25 would receive a diagnosis of intellectual disability.**

True or False

10. **People with developmental disabilities cannot have mental illness.**

True or False

Section III: Waivers for People with Developmental Disabilities

Please circle the correct answers for the following multiple choice and true/false questions on the test answer sheet.

1. **The three DD Waivers pay for:**
 - A) Services for people who live in nursing homes and ICFS-IID.
 - B) Services that are provided to people with developmental disabilities in communities as an alternative to services in institutions.
 - C) Services only for children with intellectual disabilities.
 - D) Necessary medical services.

2. **The choice of which service provider to use for Waiver services is made by:**
 - A) The person (with assistance if needed) using services.
 - B) The psychologist who evaluated the person.
 - C) The person's doctor.
 - D) Agreement of the above individuals.

3. **Services provided through Waivers:**
 - A) Are built upon the idea of individualized supports.
 - B) Might be directed by an agency or the person.
 - C) Are provided using person-centered approaches.
 - D) All of the above.

4. **Plans for Supports are written:**
 - A) By doctors.
 - B) By support coordination supervisors.
 - C) By each provider with the person using services.
 - D) By Medicaid.

5. **The central member of the service planning team is:**
 - A) The person using services, unless he/she can't talk or communicate with words.
 - B) The person using services.
 - C) The person's mother.
 - D) The case manager/support coordinator.

6. **Documentation should:**
 - A) Be accurate.
 - B) Be completed according to agency requirements.
 - C) Relate to what's in the individual's service plan.
 - D) All of the above.

7. **Writing objectively means you should write in the records what you observe, not your opinions.**

True or False

8. **The standardized assessment for Waivers is called the Supports Magnitude Assessment.**

True or False

9. **In the Plan for Supports, person centered instructions provide the information on the way supports are provided to a person.**

True or False

10. **The DSP doesn't need to know the Plan for Supports for the individual he or she supports.**

True or False

11. **Providers must maintain documentation showing that services are delivered according to the Plan for Supports.**

True or False

12. **Plans for Supports must be reviewed regularly to determine whether the person's needs require changes to the individual support plan.**

True or False

Section IV: Communication

Please circle the correct answers for the following multiple choice and true/false questions on the test answer sheet.

1. **The only way people can truly communicate is by talking to each other.**
True or False

2. **Some people with developmental disabilities may have trouble communicating because:**
A) They had limited opportunities for language development.
B) They may have more than one disability.
C) People don't take the time to communicate **with** them.
D) All of the above.

3. **People with intellectual disabilities may understand what people say (receptive language) better than they can communicate their own thoughts and feelings (expressive language).**
True or False

4. **People may communicate through:**
A) Spoken or written language.
B) Behaviors.
C) Signs or gestures.
D) All of the above

5. _____ means talking or communicating in any form.
A) Expressive communication
B) Symbolic words
C) Non-verbal speech

6. **As a DSP, you should:**
A) Be convincing the person you understand even if you don't to avoid hurting his feelings.
B) Be paying close attention to all forms of communication.
C) Be teaching the people you support to communicate through language since this is most convenient.
D) Be making the person you support use signs that everyone else uses.

7. **If a person's speech is difficult to understand, her family cannot provide you with any additional information.**
True or False

8. **The best way to communicate with people with disabilities is to talk very loudly and very slowly.**

True or False

9. **Using baby talk or a childlike voice when talking to adults with developmental disabilities is inappropriate.**

True or False

10. **Examples of phrases which devalue (or lessen the worth or value) of the people we support:**

- A) "those DDs"
- B) "he's a Down's"
- C) "deaf and dumb"
- D) All of the above

11. **When working with people with developmental disabilities, it is most effective to use the following *tone of voice*:**

- A) Parental
- B) Pleading
- C) Respectful
- D) Threatening

12. **Identify the behavior(s) below which a person may use to communicate information:**

- A) shouting
- B) crying
- C) biting (self or others)
- D) scratching
- E) smiling
- F) head banging
- G) urinating
- H) signing
- I) laughing
- J) all of the above

13. **As a DSP is important to help the people you support to find appropriate ways to express themselves and deal with stresses that frustrate them.**

True or False

14. **We should always listen closely to what people tell with their actions (in addition to what they say).**

True or False

Section V: Positive Behavioral Support

Please circle the correct answers for the following multiple choice and true/false questions on the test answer sheet.

1. **People with developmental disabilities who exhibit challenging behaviors:**
 - A) May be trying to exercise control over their lives.
 - B) May be bored or unhappy.
 - C) May be communicating in a non-customary way.
 - D) All of the above.

2. **Providing positive behavioral support requires:**
 - A) Treating people with dignity and respect.
 - B) Only saying positive statements so you don't hurt anybody's feelings.
 - C) Enforcing strict rules and control so people know what to expect.
 - D) All of the above.

3. **A behavior support plan:**
 - A) Never needs to be changed if it is well written.
 - B) Is designed to help DSPs and others to act in the same way in supporting the person.
 - C) Outlines what changes are needed in the person so that he may better fit into society.
 - D) Will generally use food as a reinforcer.

4. **In order to support people effectively:**
 - A) Each DSP should try support in a different way.
 - B) The behavior plan should only be used by a supervisor.
 - C) The same (consistent) teaching strategies must be used by all staff.
 - D) Behavior plans should be the same for each person.

5. **To help a specialist determine the purpose of a challenging behavior, you may be asked to document:**
 - A) What is going on around the person at the time of the behavior.
 - B) Who else is present.
 - C) What happens immediately after the behavior,
 - D) All of the above.

6. **If someone exhibits challenging behavior they should live in an institution until the behavior is eliminated.**

True or False

7. **Paid staff and the people they support often communicate through behavior(s).**

True or False

8. **One way to make it less likely that a person will exhibit negative behaviors is to improve the person's quality of life.**

True or False

9. **Restrictions on individual rights must comply with human rights policies.**

True or False

10. **DSP observations of behavioral changes and patterns are not important in developing effective behavioral supports.**

True or False

11. **People with developmental disabilities do not want to control their day-to-day lives.**

True or False

Section VI: Health and Safety

Please circle the correct answers for the following multiple choice and true/false questions on the test answer sheet.

1. **As a DSP in a community program for people with developmental disabilities, one of your responsibilities is to ensure the health and safety of the people you support.**
True or False
2. **Using candy or a tasty snack as a reward for desired behavior is recommended in working with people with developmental disabilities.**
True or False
3. **Intellectual disability is always associated with other medical conditions.**
True or False
4. **You can get information about a person's medical concerns and general health by:**
 - A) Reading the person's medical and social history.
 - B) Observing the person in different situations and over time.
 - C) Reading the staff log or talking with your co-workers.
 - D) All of the above
5. **If someone refuses to wash their hair, then he is making a choice, and there is little staff can do.**
True or False
6. **Changes in appearance, behavior, or manner can be symptoms of illness.**
True or False
7. **Observing changes in a person's appearance or behavior is only the responsibility of *residential* staff and not the responsibility of day support or other program staff.**
True or False
8. **It is essential that people with developmental disabilities:**
 - A) Have regular medical and dental care.
 - B) Only see a doctor when they ask for one.
 - C) Go to a pediatric dentist.
 - D) Are able to bathe themselves.
9. **The USDA *Choose My Plate* recommends a healthy eating style for adults that:**
 - A) Focuses on variety, amount, and nutrition from all five food groups
 - B) Includes foods and beverages with less saturated fat, sodium, and added sugars
 - C) Eating the right amount of calories based on age, sex, height, weight, and physical activity level
 - D) All of the above

10. **Healthy nutrition is as important for people with developmental disabilities as it is for anyone else.**
- True or False
11. **The following are sign of skin breakdown:**
- A) Unusual or abnormal color (pale pink, red, or bluish)
 - B) Rashes or lesions
 - C) Changes in skin temperature
 - D) All of the above
12. **The following people are at risk for skin breakdown:**
- A) People who are working
 - B) People who have an active exercise program
 - C) People who use a wheelchair or are in bed a lot of the time
 - D) All of the above
13. **A strategy to prevent aspiration pneumonia is:**
- A) Correct diet texture and fluid consistency
 - B) Running prior to eating
 - C) Taking medication for anxiety
 - D) All of the above
14. **Aspiration pneumonia develops from inhaling _____ into the lungs:**
- A) Food
 - B) Vomit
 - C) Liquids
 - D) All of the above
15. **Which of the following contribute to falls:**
- A) Maintaining a healthy lifestyle
 - B) Cluttered rooms, area rugs, wet or slick surfaces
 - C) Having appropriate adaptive equipment
 - D) All of the above
16. **Symptoms of a urinary tract infection (UTI) include pain or burning during urination and increased frequency and urgency of urination.**
- True or False
17. **Prevention of urinary tract infection (UTI) include the following:**
- A) Drinking plenty of liquids
 - B) Wiping from front to back
 - C) Keeping genital areas dry and clean
 - D) All of the above
18. **Dehydration occurs when we lose more fluids than we take in and vomiting and diarrhea are the most common reasons why someone loses excess fluid.**
- True or False

19. **Dehydration symptoms include:**
- A) Urine that is more concentrated and more yellow
 - B) Dry mouth and nose
 - C) Headache and dizziness
 - D) All of the above
20. **Some signs of constipation include:**
- A) Infrequent bowel movements
 - B) Difficulty passing stools
 - C) Belly pain
 - D) All of the above
21. **Constipation can always be prevented.**
- True or False
22. **Sepsis is a serious medical condition caused by an overwhelming immune response to infection and is caused by an infection (such as pneumonia or a urinary tract infection).**
- True or False
23. **People at risk for sepsis include those who have:**
- A) Weakened immune systems (children, infants, elderly)
 - B) Chronic illnesses (diabetes, AIDS, cancer, kidney/liver disease)
 - C) An infection due to damage to internal tissues (such as pneumonia)
 - D) All of the above
24. **A sign of a seizures is:**
- A) A rash or lesion
 - B) Drinking several cups of water
 - C) Shaking of the body
 - D) All of the above
25. **If a person has a seizure, you should:**
- A) Put something in their mouth
 - B) Hold them down
 - C) Provide a cushion for their head
 - D) All of the above

ANSWERS

Name: _____ Date: _____

_____ Please click the correct answers.

Section I: The Values that support ...	Section II: Introduction to DD...
1) A B C D	1) A B C D
2) A B C D	2) A B C D
3) A B C D	3) A B C D
4) A B C D	4) A B C D
5) A B C D	5) True False
6) A B C D	6) True False
7) A B C D	7) True False
8) A B C D	8) True False
9) A B C D	9) True False
10) A B C D	10) True False
11) True False	
12) True False	
13) True False	
14) A B C D	
15) True False	
16) True False	
17) True False	
18) True False	
19) A B C	

ANSWERS

Name: _____ Date: _____

Please circle the correct answers for the following multiple choice and true/false questions.

Section III: Waivers for People with DD	Section IV: Communication
1) A B C D	1) True False
2) A B C D	2) A B C D
3) A B C D	3) True False
4) A B C D	4) A B C D
5) A B C D	5) A B C
6) A B C D	6) A B C D
7) True False	7) True False
8) True False	8) True False
9) True False	9) True False
10) True False	10) A B C D
11) True False	11) A B C D
12) True False	12) A B C D
	E F G H
	I J
	13) True False
	14) True False

ANSWERS

Name: _____ Date: _____

Please circle the correct answers for the following multiple choice & true/false questions.

Section V: Positive Behavioral Support	Section VI: Health and Safety
1) A B C D	1) True False
2) A B C D	2) True False
3) A B C D	3) True False
4) A B C D	4) A B C D
5) A B C D	5) True False
6) True False	6) True False
7) True False	7) True False
8) True False	8) A B C D
9) True False	9) A B C D
10) True False	10) True False
11) True False	11) A B C D
	12) A B C D
	13) A B C D
	14) A B C D
	15) A B C D
	16) True False
	17) A B C D
	18) True False
	19) A B C D
	20) A B C D
	21) True False
	22) True False
	23) A B C D
	24) A B C D
	25) A B C D

**Orientation Manual for Direct Support
Professionals (DSPs) and Supervisors:
Supporting People in their Homes and
Communities**

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Developmental Services

Division of Developmental Services

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