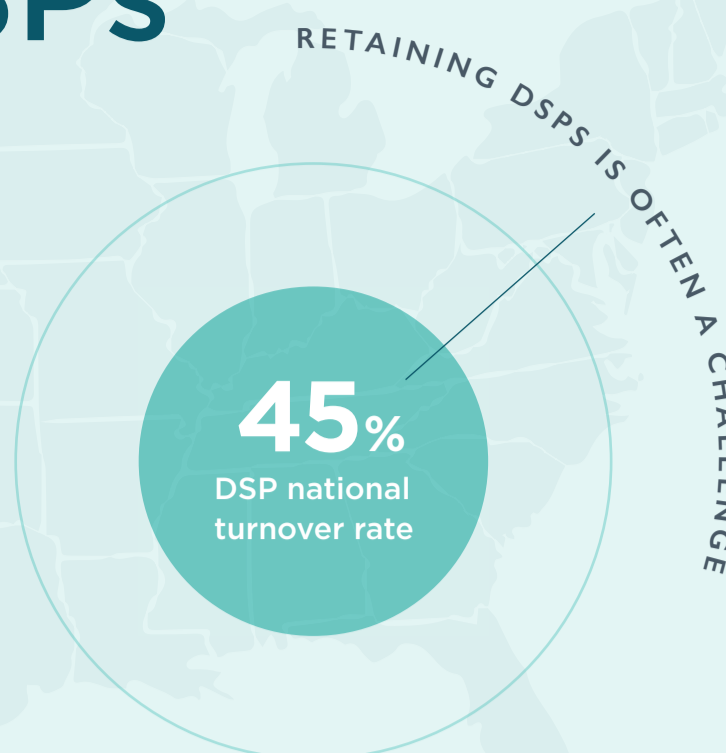


5 Ways to Support & Recognize Your DSPs

Being a Direct Support Professional (DSP) can be hard work. They provide quality, direct care to those that need it most. However, with a high turnover rate (**national average is at 45%**), retaining DSPs is often a challenge for IDD organizations. By supporting and recognizing your staff's hard work and ideas, you can improve the retention and engagement rates of your DSPs.



ONE Show Appreciation

45% of DSPs said showing appreciation for their work and experience is an important thing their employer could do to make them stay for the next 5 years.¹

Being a DSP can be hard work, physically, mentally, and emotionally. DSPs need to know that when they do good work or go above and beyond, someone notices and appreciates their efforts.

A FEW THINGS YOU CAN DO TO SHOW APPRECIATION

- Say **thank you!**
- Leave your staff a **nice note** or **offer to buy lunch** periodically
- Celebrate DSP Appreciation Day** making sure to include all your DSP staff (even those not working that day)

TWO

Offer Professional Development Training

50% of DSPs would like more training on the conditions/disorders of the people they support.¹

Just under 50% of DSPs said they would like more training on positive behavior supports and how to address problematic behavior.¹

By offering professional development training programs, you're supporting and empowering your DSPs to provide better care to the clients you serve.

50%
OF DSPS WOULD LIKE
MORE TRAINING

THREE

Create a Culture of Respect

DSPs are an invaluable resource for information and ideas on programs, policies, and the needs and goals of individuals.

You can create a culture of respect by

- + Asking DSPs for their ideas on how to improve policies at your organization
- + Investing in your DSPs' development and training
- + Communicating changes to policies and increasing transparency around the decision-making process
- + Implementing a DSP peer mentoring program

THREE

Hire the Right People

The most committed DSPs may be frustrated by coworkers who don't provide the same quality of care, leaving them feeling overwhelmed and underappreciated.

HIRE THOSE WHO HAVE THE
CRITICAL CORE COMPETENCIES
OF A GREAT DSP

COMPASSION
+
EMPATHY
+
RELIABILITY
+
JUDGEMENT

FIVE

Train Your Front-Line Supervisors & Leadership Teams

44% of DSPs say their supervisor is not supportive and plan to leave their job.¹

DSPs want supervisors who do more than make sure they follow the rules and get paperwork in on time.

THEY WANT SUPERVISORS WHO ARE

appreciative,
supportive,
communicative,
hold people
accountable, and
proactively address
conflicts and
problems.

[LEARN MORE](#)

Sources

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