



*Welcome!*

**and**

**Good Morning!**



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People with Disabilities...

- o Working in a variety of jobs
- o Earning competitive salaries and wages
- o Having benefits as part of their compensation packages
- o Learning and developing skills for the changing workforce
- o Building careers
- o Making decisions



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And Yet....

- o The unemployment rate of people with disabilities continues to be very high. In the U.S. it is around 70%.



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**The Challenge**

*Creating lasting, satisfying,  
person-directed,  
employment beyond the  
confines of traditional job  
development.*



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**Activity**

1. Align with someone in the room who you don't know
2. Find out 3 things about them that aren't obvious
3. Do this without asking any questions
4. Hint: Have a Conversation
5. Report Back



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**Activity**

1. It's hard to find out about someone without asking questions
2. Think Conversation, not Interrogation
3. It's best to let the Environment guide our Discovery
4. If we "live into the answers" the chances of getting an acquiescent response is lessened

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Discovering Personal Genius:  
*What We're Looking for:*

- The Ideal Conditions of Employment
- Relationships that matter & that help us get lots of ideas

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Ideal Conditions  
of Employment

- ✓ Interests
- ✓ Preferences
- ✓ Contributions
- ✓ Environment
- ✓ Social Connections
- ✓ Skills

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Discovering Personal Genius

- Assistance *NOT* Assessment
- Real Environments
- Familiar Activities
- New Activities
- Community Connections
- Experiential Learning

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### Discovering Personal Genius

- Do Not rely on data from Segregated Environments
- One Place leads to Another; One Person Leads to Another (Family, Friends, Acquaintances, Professionals, Strangers)



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### Discovering Personal Genius

- Discovery is Structured
- Identifying Discrete Information
- Do NOT think in terms of "What job or business would be best?"

*The process will reveal answers that we may never have considered.*

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### Discovering Personal Genius

- Use a Team
- More folks involved = more activities & locations
- Natural validity of the mentor
- More activities & locations = more diversity of thought
- More diversity of thought = ????????

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Discovering Personal Genius:  
*Going Where the Dream Makes Sense*

*A Course of Action evolves (using the Team):*

- ✓ Start at home
- ✓ Visit home community
- ✓ Observe regular activities
- ✓ Visit others who have the same interests
- ✓ Participate in classes or groups
- ✓ Build the network
- ✓ Follow leads and opportunities

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Discovery

Start in Familiar/Secure Environments (home)		
Activity	Task	Environment
Observe/Do	Familiar	Familiar
Expand	Familiar to New	Familiar
Teach	New	Familiar
Explore	----	New
Observe/Do	Familiar	New
Expand	Familiar to New	New
Teach	New	New

Tammara Geary, tgeary@griffinhammis.com

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Discovering Personal Genius:  
Assessment

- Vocational Evaluation is not functional
- Data taken in Segregated settings is false
- Checklists do not offer a diversity of choice
- Unpaid Work Experiences are often Stereotypical
- Are you at your best when being tested, or rather when you are exploring familiar and/ or new places, people & things?

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## Discovering Personal Genius

*Exercise*

- List 2 things most people don't know about you
- Where & When are you at your best?
- Where & When do you have the highest support needs?
- Other than your immediate family, who knows you best?
- What gets you out of bed in the morning, besides work?

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## Discovering Personal Genius

Assessment    Discovery



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## Making Community Connections

*Community Connections and Belonging are Critical Both for the Individual and the Providers of Support*



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### How Most Jobs Are Found

- o Employment Agencies – 12%
- o Answer Want Ads – 14%
- o Networking – 63%
- o Other – 11%



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### The Network



- ✓ Inventory your personal and organizational networks.
- ✓ Inventory the jobseeker and his/her family's networks.
- ✓ Record the network.
- ✓ Systematically build and maintain established relationships.
- ✓ Monitor opportunities gained via various connections.

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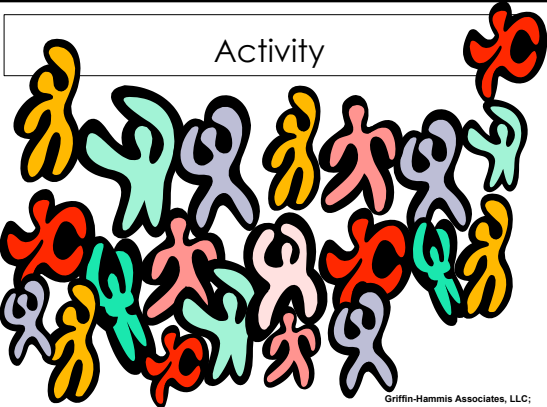
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### Activity



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### Employment "Options"

- ✓ Wage Employment
- ✓ Resource Ownership
- ✓ Business within a Business
- ✓ Self-Employment

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### Business Exploration & Discovery

***Build Goodness of Fit by Learning About Businesses***

- ✓ Target businesses based on key considerations within Ideal Conditions/Vocational Profile
- ✓ Visit businesses
- ✓ Visit as a customer (informally)
- ✓ Schedule Informational Interview & Tour
- ✓ Observe and Learn
- ✓ Build the network
- ✓ Follow leads and opportunities

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### Discovering Opportunity

*Focus is NOT so much on finding jobs; rather it is about **discovering opportunity.***

- Build relationships with relevant businesses
- Learn about that industry or type of business – not just that specific business, but about the type of business in a broader sense.
- Get "behind the scenes"
- Nurture the relationships

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### Discovering Personal Genius

*Luck is what happens  
when preparation  
and opportunity  
collide.*

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### Informational Interviews

**Jack's Strengths:**

- ✓ BS, Industrial Engineering
- ✓ Mechanical, electrical, & electronic Skill
- ✓ 6 years at Delta Tech
- ✓ FAA security clearances
- ✓ Some flight training
- ✓ Intensely inspired by flight
- ✓ Strong work ethic

**Jack's Ideal Conditions:**

- ✓ Aviation
- ✓ Flight simulators & computers
- ✓ Understanding supervisor
- ✓ Not high pressure
- ✓ Max approx. 7 people in immediate area
- ✓ Some time on own
- ✓ Some time with others

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### Informational Interviews

- ➔ Local County Air Field
- ➔ Local Police Aviation Unit
- ➔ Flight Safety International

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Informational Interviews



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Informational Interviews



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Informational Interviews

- Delta
- Alteon
- AirTran

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**Next Steps**

- Follow Leads
- Nurture Relationship with FSI
- Job Shadowing

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<p><b>Melinda's Profile:</b></p> <ul style="list-style-type: none"> <li>✓ Transition age</li> <li>✓ Friendly</li> <li>✓ Strong work ethic</li> <li>✓ Resists supervision vigorously</li> <li>✓ Orients well</li> <li>✓ Rides city bus independently after training</li> <li>✓ Uses some sign language and minimal verbal language</li> <li>✓ Reads and writes a little</li> <li>✓ Street smart</li> <li>✓ Enjoys gardening</li> <li>✓ Likes office work</li> </ul>	<p><b>Melinda's Ideal Conditions:</b></p> <ul style="list-style-type: none"> <li>✓ Work alone</li> <li>✓ Work with others</li> <li>✓ Inside work</li> <li>✓ Outside work</li> <li>✓ Planting/gardening work</li> <li>✓ Clerical work</li> <li>✓ Wants a workplace bowling team</li> <li>✓ Wants to be around wealthy people</li> <li>✓ Needs autonomy</li> <li>✓ Wants to move around</li> </ul>
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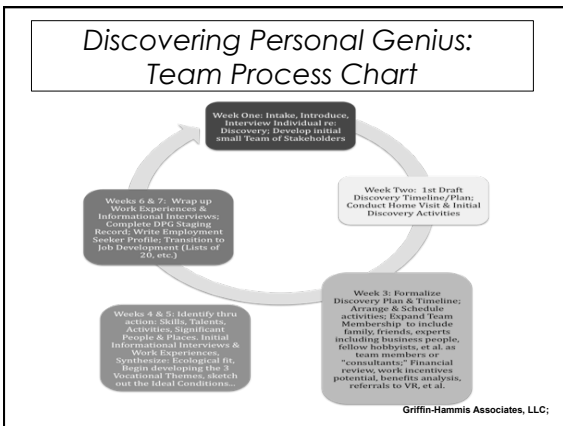
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