

TIE THAT BINDS

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Attitude is the Real Disability

Hits and Myths

It has been a few issues since I wrote about the facts and myths concerning Social Security Benefits and work. The issues surround these myths.

I cannot work because I have been determined to have a disability.

When I go to work I will lose all my benefits, including my cash benefits.

If I start working Social Security will decide that I am not "disabled".

There are no resources to help my find and keep a job.

There are extra costs to go to work and I don't have the money.

If I start working and don't need my benefits, then suddenly need the medical benefits, I can't get them back.

People who work are not eligible for SSI.

My benefits will stop if I am in a training program.

I will lose my health coverage.

If I use my Ticket to Work, social Security will perform a medical review and I will lose my benefits.

A friend of a friend said his friend lost all benefits when they went to school or started to work.

I have a handout that APSE sent out that addresses these issues. Or, if you live in

East Tennessee, the Community Work Incentive Counselors will be speaking to the CRPs in August.

The Professional

We are all being asked to be professional. I don't think anyone can be a part-time professional. People are either professional or they are not professional. My view of being a professional is from a caring point of view.

Caring about...

My profession

My employer

My product or service

The client or customer

Myself

Continuing improving myself

The people who work with me

The quality of my work

The quantity of my work

The impression I communicate to others.

There is a tendency to downplay or ignore the point of continuing to improve. How often do we overlook self-improvement? We can fail, but we are not allowed to not try.

The worst day of those who enjoy what they do, is better than the best day of those who do not. Sometimes the workplace culture affects your opinion of work. But, I think when you enjoy the work you do and care about the work you do, you can overcome the negative workplace culture.

When you are new to a job or career, there is a learning curve that can affect your professionalism. But you gain Skills, you Master skills, you become Adroit in dealing with challenges, you are Ready to act and you Transfer you knowledge and excitement to others.
You become SMART.

Job Development and Creation

Over the years I have absorbed information on Job Development and Job Creation from Denise Bissonnette, Cary Griffin, Paul Wehman, Michael Callahan and David Hammis.

There are 5 beliefs that I follow to increase the odds of finding jobs for people. Even before I was in this field, there was just some common sense needed to find jobs for myself and for others. These beliefs are having a brainstorming group, developing a profile, generating a list of tasks, gathering business information and negotiating with the employer.

I want to gather a group of people who are interested in the candidate going to work. More people generate more ideas. More ideas result in more great ideas.

This group of brainstormers also help with generating a profile of the candidate.

This positive personal profile is generated from conversations with the candidate and supplemented with info from the brainstormers.

Generating a list of tasks and gathering business information work in tandem. We have ideas of what the candidate's strengths are. We need to see how those strengths intertwine with the needs of the business community (*We spend lots of time getting to know the candidate through person centered planning. Do we spend as much time getting to know the employers in our town?*).

Finally there is negotiating with the employer. Each negotiation is different. Some want written plans, others are less formal. The key is it is a benefit to the employer and the candidate. If the business does not see a benefit in hiring the candidate, when the economy goes bad or other things go sour, who will the first person to be let go? The excuse is "*We don't have the resources to fund this special project.*" We want to be seen as a valued co-worker. When we are successful in job development and creation, we develop a relationship with companies who will serve as a reference and referral for our employment program.

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Training site: <http://tiny.cc/tnvrtrainings>

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in promoting
state of the art practices in Employment First
for people with disabilities.**

Thanks APSE!

