



# Creating a Culture of Work

*Everyone has potential.*

**Pause ...** Be curious. What is this person's potential?

**Reflect ...** Do I believe people can work with support?

**Discuss ...** Start the employment conversation. Ask ...

- What are your hopes for the future?
- How would life be different if you worked?

**Consider ...**

- Am I open to what this person is saying?
- What do I know about this person's strengths?

**Assess & Assist ...** Use the stages of change to match your expectations and conversations with this person's current thinking about employment (see below).

Person's Perspective	Stage Of Change	What To Do...
"I don't want to work."	= Pre-contemplation	<ul style="list-style-type: none"> <li>▪ Avoid trying to convince this person to work</li> <li>▪ Seek to understand concerns</li> </ul>
"Maybe I could work if ..."	= Contemplation	<p><b>Help This Person ...</b> Consider the advantages and disadvantages of working</p>
"Okay. What's next?"	= Preparation	<p>Explore and plan next steps</p> <ul style="list-style-type: none"> <li>▪ Let this person set the pace</li> </ul>
"Let's try this."	= Action	<ul style="list-style-type: none"> <li>▪ Prepare for interviews</li> <li>▪ Apply for jobs</li> <li>▪ Get supports in place</li> <li>▪ Plan for bumps in the road</li> <li>▪ Connect with employment services (if desired)</li> </ul>
"How do I keep this going? Where can this job take me?"	= Maintenance	<ul style="list-style-type: none"> <li>▪ Problem-solve issues</li> <li>▪ Report income to benefits providers</li> <li>▪ Explore future work goals</li> </ul>

**Recognize Successes.** Acknowledge that change can be hard and give credit for small steps.