Stable housing gives people who are living with mental illness and addiction a foundation to succeed in recovery. Employment often contributes to stable housing. Work can provide residents with something to do and someplace to go during the day; a sense of identity, belonging, and community; financial stability; independence; and hope and optimism. The way you respond to and interact with residents can positively influence their employment journeys.

**REMIND ME**

Use the back of this card to build self-awareness about your attitudes, thoughts, and communication style as you conduct your work. Keep your attention centered on the person. Encourage their motivation to change.
Creating a Culture of Work
Everyone has potential.

1. Do I believe that employment is part of recovery? Or am I waiting for this resident to change before I talk to him/her about work?
2. Am I curious about this person’s potential to work? Or do I believe that he/she is not able to work?
3. Do I realize that I have a role in helping this resident with work? Or am I not helping him/her manage the employment process?
4. Do I help this person find connections among their personal goals and values and employment? Or am I not helping him/her explore these connections?
5. Do I help this person gather information to make an informed decision about work? Or am I not helping this person gather the information he/she needs?
6. Do I explore this person’s preferences, needs, strengths, and abilities as a way to help identify potential jobs? Or am I making assumptions about the kind of work that might interest him/her?
7. Do I assist with job searches as much as possible?
8. Do I help this person find, evaluate, and access employment services? Or do I need more information about how to assist residents with employment?
9. Do I provide practical support to help this resident keep his/her job (e.g., transportation reminders, wake-up calls, income reporting)? Or am I not helping with specific ways that might support his/her continued employment?
10. Do I have ongoing discussions about this resident’s current job satisfaction and future goals? Or am I not exploring job satisfaction, new opportunities, and career advancement?

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