

# **TIE THAT BINDS**

FEBRUARY 2016

VOLUME 20, ISSUE 4, NUMBER 232

CIRCULATION 709

## **ATTITUDE IS THE REAL DISABILITY**

### **TRAINING**

Well 2015 was a busy year for the TN VR Consultants. Our contract goals are to provide training for newly hired employment staff each month and to provide continuing education opportunities for your seasoned staff. So the 3 consultants provided 215 training sessions across the State. Two thousand six hundred and forty (2640) people attended these sessions. Besides the New Hire Orientation, the other topics included: WOTC, Social Security Incentives, Assistive Technology in the Workplace, Developing Social Capital, Rural Employment Strategies, Discovery, Crosswalk and ENAs as Employment Tools, Natural Supports and Fading, Overcoming Criminal Backgrounds, Customized Employment, Advanced Job Development Strategies, Autism and Employment, and 3 Cups of Tea Job Development.

The majority of the training you receive is through new hire training, LOA Vendor Forums and Continuing Education sessions. The consultants do come to your agency to address specific topics that may be of interest to your staff.

In addition there are Conferences and Webinars. The conferences could be strictly employment (like the APSE Conference in Cincinnati in 2016), or feature employment

sessions like the Mega- Conference or disability specific conferences. Check the Mental Health Conference, the Autism Conference or a DIDD Conference. They should all feature employment sessions if not an employment track.

Submit your request for Conference or Webinar credit to your TN VR Program Specialist. Annyce, Cindy and Elonzo will confer and let you know.

Check the training website. We try to update this every Friday. <http://tiny.cc/tnvrtrainings>

### **FELON FRIENDLY BUSINESSES**

STOP IT! Asking for a list of felon friendly employers is alienating businesses. If there is a list, as an employer, I want off that list. If you have a list, don't advertise it.

STOP IT! Employers don't want to be swamped. They don't want to be swamped by you or by people coming in off the street. Employers who hire people with difficult backgrounds hire on a case by case basis. Employers are more inclined to hire someone who has a support system, a job coach type person invested in the person succeeding. Not necessarily Joe Blow off the street

STOP IT! Some customers do not know an employer hires people with criminal backgrounds, Companies or individuals will be reluctant to contract with a business if it knew who may be employed. Most likely, these positions are maintenance, painters, or any business that comes into your home or business.

STOP IT! As an employer I do not hire all people with criminal backgrounds. I don't care if they have a job coach type person invested in their success. There are certain criminal offenses I am not comfortable hiring. Don't advertise me or search me out because you think I am criminal friendly.

STOP IT! Do not change your approach, because the person you are representing has a checkered background. What have we learned from the 3 Cups of Tea approach or the Hanging Out With Intent? We need to take our time. Learn as much about the business as we know about the person in our program. Having the insider knowledge of what is a business is looking for; we can position the person from our program as the best fit for that business. We have invested in the success of this business; we want them to be successful. Because we have shown an interest in their success and provided them with relevant information they will be more likely to negotiate. One of the things we could negotiate is the criminal background.

## **Charismatic People**

Some people make us feel important; some people make us feel small. Some people light up the room when they walk in, some people suck out all the air in the room, when they walk in. I am in a position that I can sit in a corner and observe others, that is when I am not "on stage performing." What have I seen about charismatic people?

1. They listen way more than they talk.

2. They do not practice selective hearing. They listen attentively and make us feel as if we have something in common with them.
3. They put their stuff away... phones, iPad, monitors.
4. They give before they receive and maybe never receive. It is the way to connect and build relationships.
5. They don't act self-important. Pretentious and stuffy don't impress. They irritate and stop conversations.
6. Other people are important.
7. So shine the spotlight on others.
8. They choose their words. Words reflect attitude. "I have to go to this meeting." Or "I get to meet with others."
9. They don't discuss the failings of others.
10. But, they admit their failures.

## **Contact**

Mike Sass

520 West Summit Hill Dr.

Knoxville, TN 37902

865-594-6756 (office)

Fax: 865-594-6535

Email: [mikesass@utk.edu](mailto:mikesass@utk.edu)

Website: [www.clee.utk.edu](http://www.clee.utk.edu).

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



CENTER FOR LITERACY,  
EDUCATION & EMPLOYMENT

# **Work**

**Is an extension of personality.**

**It is achievement.**

**It is one of the ways**

**In which a person**

**Measures his or her worth and humanity.**

*- Peter F. Drucker*