

TIE THAT BINDS

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ATTITUDE IS THE REAL DISABILITY

Motivational Interviews

Motivational interviews focus on exploring and resolving ambivalence, thus centering on the motivational process within the individual that facilitate change.

It does not impose change or others people's values and opinions, but supports change with the person's values and concerns. This first started with folks with drinking problems. It has seen success in other areas. Recently, it has been introduced to people thinking and wanting to change their employment situation.

Two words to remember when talking about Motivational Interviews are DARN and OARS.

D... desire, the wish, want and preference

A... ability, able, can, possible

R... reason, argument as to why change.

N... need, the importance, the want to change.

The other change talk skill:

O... open ended questions

A... affirm the person, talk about strengths

R... reflect on what the person is saying

S... summarize the person's own perspective.

To me, the importance of motivational interviews was for the other person to

come up with the idea for his/her success.

If the person feels the idea was not his/hers, they won't own it. Someone else thought this was good for me. I never believed in it. By taking time and exploring what a person really wants to do, we can be that encouragement and support to help them reach the goal. As opposed to the chain that keeps them from wandering off the goal.

Natural Supports and Fading

There are strategies and techniques that we have used and that are individualized to the person we are supporting. When we are looking at using natural supports (that is co-workers), there should be an exchange of these strategies and techniques. We have spent time getting to know the individual we are supporting and what works best for that person.

Look at the most effective learning style. We all learn differently.

Be consistent. A person knows what to expect and can pay attention to the task, not necessarily what is going on around them.

Have frequent and varied practices. Practicing until you master something is exciting, but repetition is boring. Be consistent but vary the approach.

Use short and frequent teaching sessions. For me, frequent short bursts of instruction are better than one long session.

These would all be good strategies to pass on to people providing natural supports after we fade from the job site.

An overview of who may be a good prospect to provide supports would start with a co-worker having an interest in the person you are supporting. Then, it could be proximity and working near each other. Another candidate would be a mentor or supervisor. Traditionally though it has been a co-worker who does the same job as the person you are supporting. Other supports come from spontaneous participation. Something on the personal level clicks and there is an immediate liking and relationship bonding.

Fading has to occur. We do not have enough job coaches to provide constant support on the job. We need to find the accommodations and personnel to provide the supports, when the professional staff fades.

At one time, fading was considered when a person was successful in completing 75% of the job's tasks. Other opinions have been, that fading can happen when the employer, the new employee, the job coach and the Vocational Rehab staff all agree that the person has mastered the tasks. Then, there is a segment that believes that the job coach will never fade.

Fade Away

Minimum Wage

In my junior year in high school, I had an English teacher whose influence still guides me when discussing topics. She made the argument that you are not well informed on a topic unless you could argue successfully on either side of a topic. You know the pros and cons of each side but make a decision based on your experience and moral compass.

So those who want to raise the minimum wage. Why make it \$12 or \$15 an hour. If it was \$30 an hour and people worked part time around 1000 hour a year, they would make \$30,000 in a year. That is a living wage.

On the other hand, let us eliminate minimum wage. People and employers could negotiate the wage. People with skills could demand more money. Employers could hire people with few skills, expect less in their performance and pay less. As people gain more skills, their worth to an employer would be more and they would be paid more.

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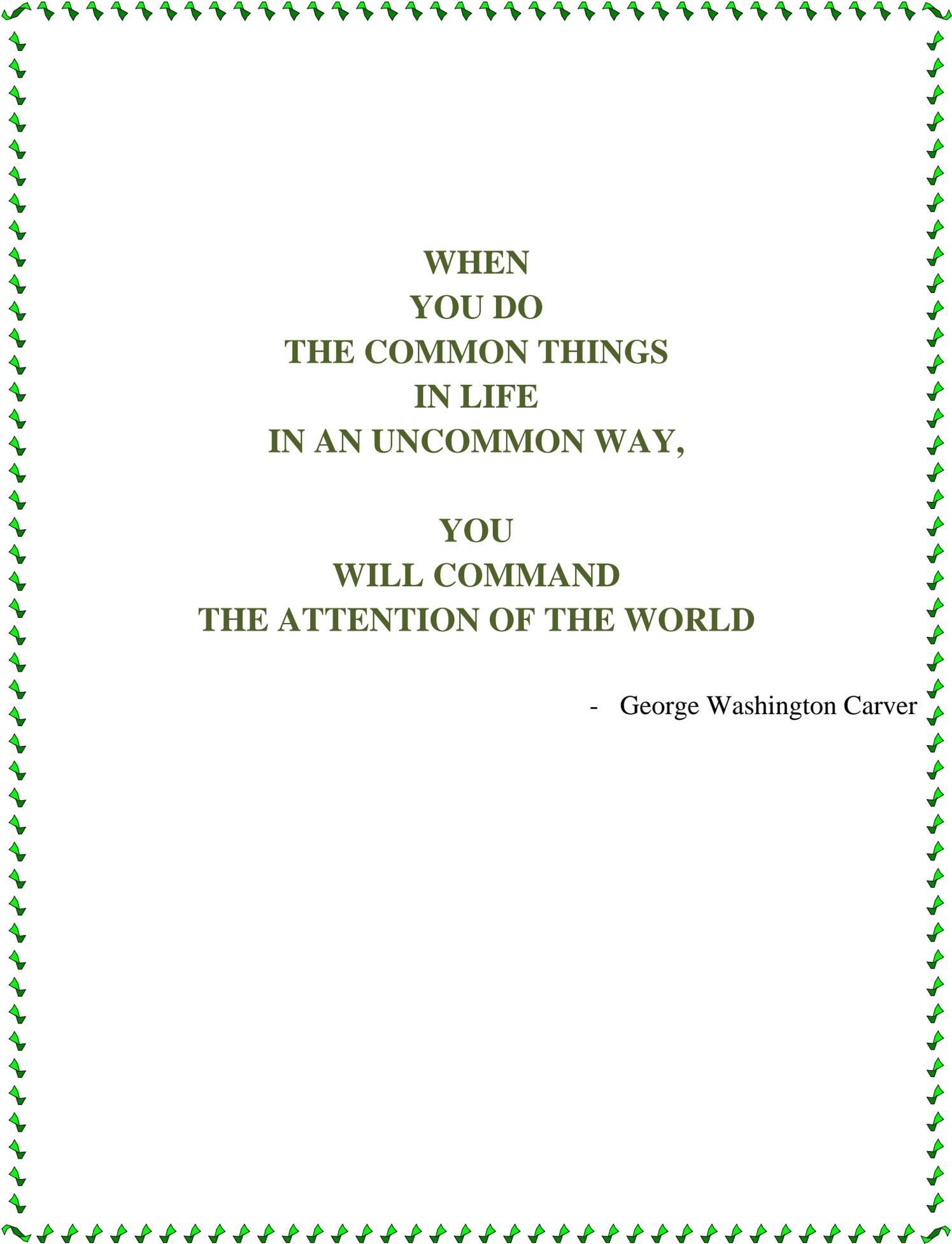
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**WHEN
YOU DO
THE COMMON THINGS
IN LIFE
IN AN UNCOMMON WAY,

YOU
WILL COMMAND
THE ATTENTION OF THE WORLD**

- George Washington Carver