

TIE THAT BINDS

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Attitude is the Real Disability

Do I Want To Hire You?

An employer eyeballs you and compares you to all the other applicants that are lined up for this position. What makes you stand out? What is the employer looking for in an employee?

1. **Long term potential.** Employers usually prefer to hire someone who can grow with the company. This person has shown the employer they are multi-dimensional.
2. **Ability to work well with others.** As your employer I am going to spend a lot of time with you. We better get along.
3. **Ability to make money.** Increase the revenue to my business, that's why I hire people.
4. **Impressive resume.** It is your billboard. If it is not impressive I will look right beyond it and you.
5. **Creative problem-solving skills.** Tell me how you have solved problems at your other employment. The business world is changing daily and the answers are not in the text books.
6. **Multitask.** We do not work in silos. What you do affects my work and my work affects your work. Learning new things and enjoying a variety of tasks makes you indispensable.

7. **Enthusiasm and initiative.** This goes hand in hand with number 6.
8. **Good cultural fit.** This is associated with number 2, working well with others, being part of the team and having the values of the organization.

Most employers are not going to hire someone because it makes them feel good or out of the goodness of their heart. We are looking at Business Centered decisions. Is it good for my business to hire someone.

We spend time talking about person centered approach to job developing and how the job needs to meet the needs of the individual. But, we also need to address the needs of the business. Does hiring our candidate make good business sense. If it doesn't make good business sense, then it looks like we are asking for a handout.

Person First Language or Identity First Language

The more I learn, the less I really know. This became evident as I read an article by Emily Ladau.

She maintains that there are two types of languages used to refer to disability: Person First Language (PFL) and Identity First Language (IFL)

PFL originated as a concept among people who wanted to fight back against stigma. In a society that perceived disability as dehumanizing, advocates wanted to remind people that a disability does not lessen your personhood.

With any major activism movement, there is a countermovement. This is IFL. “Disabled” is a perfectly acceptable way for a person to identify. Sometimes we only hear one side of a story and make the assumption that the side we hear is the right or politically correct way to be.

More info is available at:

<http://www.thinkinclusive.us/tag/person-first-language>.

Able Accounts

Don't forget about the ABLE Accounts. Achieving a Better Life Experience (ABLE) will be similar to a college savings plan. It is federal tax free and you can withdraw money for qualified expenses tax-free.

Expenses made for the benefit of a disabled individual for education; housing; transportation; employment training and support; assistive technology and personal support services; health, prevention, and wellness; financial management and administrative services; legal fees; expenses for oversight and monitoring; funeral and burial expenses; and any other expenses approved under regulations.

Only if the ABLE account exceeds \$100,000. SSI benefits would be suspended but not terminated. In other words, the beneficiary of the account would not receive a check but would retain eligibility for the SSI program.

More info at:

<https://www.autismspeaks.org/site-wide/able>

Odds and Ends

Remember about the CESP exams being offered. More information can be found at www.apse.org. Click on the CESP box.

Keep up on the Continuing Education Hours that your staff needs. In reality you have 11 months to get all the hours you need.

December is a very busy and very short month. Continuing Education Hours are available at monthly training events, quarterly vendor forums and approved webinars and conferences. Check this link for an update of monthly trainings.

<http://tiny.cc/tnvrtrainings>

At www.congress.gov, you can watch how bills are progressing through the legislature. See what is happening with WIOA, WOTC and any other bills you may have interest in. In the search box, you can type in a word or key phrase. This really cuts down the search process.

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