

## Hire Up Session 15

Green Mountain Self-Advocates has planned this series of Hire Up meetings to provide peer support to individuals who are unemployed or under-employed. The purpose of the group is to practice self-advocacy skills, explore individual dreams for employment, share experiences, explore the barriers to employment, get to know each other, and provide support to one another.

Set up: This meeting set up is for 12 people or less. It works best if you sit at tables. Arrange tables to allow for an open space for group activities. Snacks need to be provided.

Time: Two hours

Materials: Sign in sheets, markers, flip chart, Group Agreements, Scale from 1-10 for problem size, hand outs Determine the Size of the Problem and Managing stress, soft ball for imitation exercise.

### Teaches participants:

- to determine the size of a problem.
- determine the feeling they would have
- determine a response to fit the problem
- Review managing feelings

To Trainers: Before the meeting the trainers need to practice this workshop and decide who will be teaching each section. Write the name of the trainer on the blank line before each part in the script. The instructions on what to do are in black and suggestions of what to say are in red. We strongly recommend that you use your own words and try not to read from the script. It is better to speak from your heart. Reading from a script can sometimes sound boring.

**Getting started:** As people arrive welcome them back.

**Introductions and Group Agreements:** Reintroduce selves and review ground rules

**Materials:** Group Agreements list

**Directions:** With the ground rules out of site one facilitator calls on individuals and the other checks the list.

Time: 10 minutes



\_\_\_\_\_ : I have the Group Agreements list out of view .  
Let's see how many you remember. Does anyone think they remember all of them?

- Raise your hand
- One person speaks at time
- No put downs
- No question is a silly question
- It is ok to pass
- Confidentiality
- Give everyone a chance to speak
- Use people first language



\_\_\_\_\_ : For check in today, let us know your name and what's eating at you this week? Anything getting in your way?

**ACTIVITY: Size of the problem**


Reference: Think Social, Michelle Garcia Winner, "Lesson 4: Problem Solving," pp. 44-46





\_\_\_\_\_ : Today we are going to sort problems into sizes. Look at this scale from one to 10 on the chart. 1 is the smallest and 10 is the biggest problem. A big problem is one that doesn't have a quick or easy Solution. Tell me a BIG problem. (earthquake, car accident, being seriously ill).


A 1 on the chart is a little problem or a glitch. (not getting the color marker you want). Who can come up with a little problem?


A 5 is a middle size problem. (having an argument with your roommate, brother) Who can give an example?


 \_\_\_\_\_: Talk about a problem you have had like this recently. This could be a problem at work.


 \_\_\_\_\_: Where does this problem fit on the chart? Encourage as many examples as time allows.

 \_\_\_\_\_: What emotions or feelings go along with problems? Discuss. Depends on the problem: confusion, anger, panic...

 \_\_\_\_\_: Different problem levels have different impacts over time. For example, Hurricane Katrina happened **years ago**, but the results of it are still impacting people.

 \_\_\_\_\_: A smaller problem like arguing with your parents can make people upset for **hours** and make them feel physically bad, too.

 \_\_\_\_\_: A little problem or a glitch, such as not getting the color you want, has feelings which should pass **quickly** like by the time you all start writing.

 \_\_\_\_\_: Different size problems merit different emotions. Getting over a small frustration quickly is healthy. It is what other people expect from you. Let it go.

 \_\_\_\_\_: What happens when you have a big

emotional response to a little problem? Pause for discussion. How do others react? Taken by surprise, laugh at you, want to get away.

Complete and discuss the exercise “Problem Size, Emotion, Response Sheet”

Determine the size of the problem from 1-10.  
Then, how would you feel? What would be a reasonable response?

How about an “I statement” like: “I feel \_\_\_\_\_ because \_\_\_\_\_ and I want \_\_\_\_\_.”

Problem	Size #	Emotion/ Feeling	Response
1. Dialed the wrong number			
2. Lost a pen			
3. Had a fight with boy/ girlfriend			
4. Your bike was stolen			
5. You're ride is late for the 3 <sup>rd</sup> time this week			
6. Left your lunch at home			
7. Someone broke into your house and stole your TV			
8. You broke your writ- ing hand			
9. Your being teased at work			
10. You want to go to the movies. No money. ATM machine is bro- ken.			
11. You missed the bus to your doctor's ap- pointment			
12. There was a fire and your apartment had smoke damage			

## Break



### Activity: IMITATION



\_\_\_\_\_: Who knows how to play HORSE with a basketball? Today we are going to stand in a circle and the leader will make eye contact and make a simple and exaggerated “pass” of the ball to another person in the circle. Then that person will imitate the pass to another person. On and on. We all must keep our eyes on the person passing to see what they do and who they are going to pass to.

### Activity: Managing Stress



\_\_\_\_\_: Big problems, little problems they all create stress. Let’s review and discuss how we manage stress and or feelings. Pass out worksheet on Managing Feelings.

Common examples of ways people manage feelings in healthy ways:

- Talking with someone about what happened and what feelings you’re experiencing
- Writing or drawing about feelings (journaling)
- Exercising or participating in sports or other physical activities
- Relaxing with slow deep breathing
- Engaging in a favorite hobby or interest
- Listening to music
- Doing something fun (laughter is a great stress reliever!)
- Watching a funny movie
- Reading or looking at a favorite book



Not so healthy ways might include:

- Hitting another person
- Hurting yourself
- Yelling at someone
- Saying mean things
- Doing things that hurt the feelings of others
- Destroying things
- Eating a whole package of cookies
- Talking about the incident over and over (perseverating)

Choose three healthy ways to manage your feelings:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

# Evaluation

Time: 5 minutes



\_\_\_\_\_: Wow! we did a lot today! AND got to know some new people!

We have one last thing for you to do.  
Your ticket out is the evaluation form in.  
We'll go through this process with if you want.

I had a chance to speak freely.

Circle:   yes           not sure           no

I learned something about myself today.

Circle:   yes           not sure           no

I got to know another person better today.

Circle:   yes           not sure           no

Lots of ideas were shared.

Circle:   yes           not sure           no

I know what I need to do during the week.

Circle:   yes           not sure           no