

# Hire Up Session 11

Green Mountain Self-Advocates has planned this series of Hire Up meetings to provide peer support to individuals who are unemployed or underemployed. 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, folders, Infomercial Template, “Working Conditions” sheet, scissors, glue stick, recipe (cut into steps)

**Teaches participants:** To identify their personal traits.

**Note 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, all the trainers should say “hello” and introduce themselves. Make people feel welcome. Give a new participant a folder.

## Check in and Group Agreements

*20 minutes*



\_\_\_\_\_

My name is \_\_\_\_\_. I would like everyone to introduce themselves and tell the group what has been going on with them.



\_\_\_\_\_

Group Agreements—We have been meeting for quite a few weeks so I will only remind people of the Group Agreements we follow.

## ACTIVITY: Infomercial Traits



\_\_\_\_\_

The next part of the infomercial will be the traits that you bring to the job.

Pass out the “What People Say About Me”.

Some people tell us what is good about us, like he’s “funny” or “patient”. Look at the first item on the sheet. “Honest”...do you think you are considered an honest person? If this is not a strength, don’t mark it. Then, pick your top 3 traits again.



\_\_\_\_\_

The second one is “Dependable.”  
What does this mean?

Listen to make sure people say these things, too: “on time,” “shows up when scheduled,” “not sick a lot,” etc.).



\_\_\_\_\_

If you think this is you, mark it.

Now for another one. Do people say you have a good sense of humor? Can you take a joke, as well as pass one out?



\_\_\_\_\_

If you get confused, do you ask questions? Do you ask for help when you need it?



\_\_\_\_\_

Do you hear people say you are a good helper? Are you especially caring of others?



\_\_\_\_\_

Do you come up with good ideas? Are you an idea person, or do you wait for others to come up with the ideas?



\_\_\_\_\_

Are you gentle? Are you careful with people and animals? Some people don't know their own strength and are not gentle. Some people like to goof around physically a lot. Are you soft and gentle in your touch or with your voice?



\_\_\_\_\_

Have you heard a lot of people say you are friendly and outgoing? Do you know a lot of people. Do you have good social skills?



\_\_\_\_\_

Are you sure of yourself? Confident? Can you speak up for yourself?



\_\_\_\_\_

Can you give people the time they need? Are you patient? Some people are not as fast as

you. Does this bother you? Are you frustrated when others are slower? If you are, then you are NOT patient. Mark this one only if you can wait.



\_\_\_\_\_

People are all different. Do you accept everyone for who they are? Are you comfortable with people who are different from you? Do you tolerate differences?



\_\_\_\_\_

Do people have to coax you to work, or are you a hard worker? Do you start right away, and keep working until it is done? If you do, you are a hard worker.



\_\_\_\_\_

What are good listening skills?  
Listen for people to say things, like: eye contact, nodding, summarizing, waiting for your turn to speak, etc.  
If you have good listening skills, mark it.



\_\_\_\_\_

How do you look? Are you well groomed?  
What do people look for?  
Listen for people to say things, like: clean hair, face, hands, nails, nice haircut, clean clothes, no holes or stains, etc.  
What do you think others would say about how you take care of yourself?



\_\_\_\_\_

Are you even tempered, or are you moody?  
Does your temper get the best of you?  
Coworkers and friends like people who are even tempered. This way, they know what to expect from you. They are not left wondering

each day what kind of mood you will be in. Mark this box if you are even tempered.



\_\_\_\_\_

Last one, “follows directions.” When you are told to do something, do you do it? Or do you give the person a hard time first? This would include asking “Why?” every time or whining. If you hear people say you are good at following directions, mark this one.



\_\_\_\_\_

Now, pick the top three. Cut them out and paste them on your infomercial. Look back at the job you chose. Do you think your traits match the job?

## 10 Minute Break

### ACTIVITY: Too Many Cooks

Stand in a circle while you’re explaining this activity.



\_\_\_\_\_

Your group just inherited a restaurant from Chef Charlie, a long lost relative. The only problem is that Chef Charlie was very disorganized. The only recipes you have found are on torn strips of paper. You have to make sense of it all—and quickly! The restaurant is opening tonight, and you have to have the food ready.



\_\_\_\_\_

Each member of the group will be given a part of a recipe. Your job is to put yourselves in order as quickly as possible. Your recipe must make sense. When you are done, announce “bon appetite” to signal the end of the game.

Start at the beginning and have people read their step.

Listen and help people correct their mistakes. If you have time, do another recipe. Then, sit down.

## **ACTIVITY: Story Time**

*30 minutes*

**Goal:** To share a story of an advocate who is employed  
To discuss the advantages of working

**Materials:** a copy of the “Story of the Week” for everyone

### **Directions:**



\_\_\_\_\_ We are going to read this story about \_\_\_\_\_ . Who would like to read the story loud and clear?

Encourage the person you choose to read the story loudly, slowly, and clearly.

Then, lead a discussion using the focus questions on the story.

## Evaluation

5 minutes



\_\_\_\_\_ Time to go already! We have one last thing for you to do. Your ticket out is the evaluation form.

We'll go through this process with you.

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