

Hire Up Session 4

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, notebooks, evaluation, agenda, Ground Rules, Barrier Chart, Story, Being Proactive Handouts, Follow Through Assignment – Be Proactive Easy Steps

Teaches participants:

- About analyzing Barriers to employment
- That others have overcome barriers

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 welcome them back.

Introductions and Group Agreements

10 minutes

Goal: Reintroduce and review Group Agreements

Materials: Group Agreement list

Directions: With the Group Agreements out of site one facilitator calls on individuals and the other checks the list.



_____ Has the Group Agreement list out of view from the group and will check to be sure they are all said.

1. Raise your hand
2. One person speaks at time
3. No put downs
4. No question is a silly question
5. It is ok to pass
6. Confidentiality
7. Give everyone a chance to speak
8. Use People First Language



_____ “Hi I’m _____. Today we’ll see how many of the ground Rules we can remember. As you think of a rule, raise your hand and say your name and the group agreement. Like this: “My name is _____ and one of the agreements is to raise your hand.”

Call on individuals until no more hands are raised. Be sure

everyone has an opportunity to say their name. Be sure all Group Agreements are covered.



My name is _____ and I am impressed.
You got them all OR You got most of them
only missing.....

ACTIVITY: Are Barriers Related To Disability?



Finding the right job for you is a trick. You consider your interests, skills, needs, and personal responsibilities. For some of us it also includes disability related issues and needs.

Let's take a look at the list of barriers to employment handout. These are the barriers that we have been collecting over the past few weeks.



Begin to review the list and write a "D" next to the barrier if it is related to your disability.

Discuss which ones are disability related.



Perhaps the others may be considered
excuses.



What do you think?

Discuss

ACTIVITY: Be Proactive

(This material was based on the teachings of Sean Covey from the 7 Habits of Highly Effective Teens.)



The heart of self-advocacy is all about being proactive. It means you are in the driver's seat, deciding where to go and what to do in your life. Learning to be proactive helps you feel confident and sure of yourself.
Can I have a volunteer read the definitions of proactive and reactive people?



Poster

REACTIVE People...Make choices based on feelings, moods and emotions.

These are No Can Do People

- Blame others
- Get angry and may say things they later regret
- Feel like victims
- Whine and complain
- Get moody
- Change only after something big happens in their lives

PROACTIVE People...Think and choose their responses before they act; take responsibility for their choices.

These are Can Do People

- Know what they stand for and have a strong set of values
- Listen to their "better selves"
- Realize they have choices and take responsibility for those choices
- Bounce back when something bad happens in their lives
- Always look for all options
- Focus on things they can do something about, and don't worry about other things



Listen to Your Language. You can usually hear the difference between can-do people and no-can-do people by what they say.

No-can-do words sound like you are powerless. They take power away from you and give it to another person.

Can-do words are the opposite. Can-do words put the power back in your hands. Can-do words say you are free to choose how you will speak and act.

Activity: Sorting Can-Do Words from No-Can-Do Words

Ahead of time write these and other phrases on sticky notes. Make sure you have a couple for each person. Make sure you have about the same number of Can-do phrases and No-Can-Do.

Can Do Words	No Can Do Words
I'll do it	Maybe I'll try
I can do better	That's just the way I am
Let's look at all the options	There's nothing I can do
I choose to	It is too hard to change
There's gotta be a way	I can't
I'm not going to let your bad mood rub off on me.	You ruined my day
I will do it right now	It's not my fault
Can we talk about this first?	I just can't decide
I'm sorry I didn't mean that	Who does he think he is anyway?
I didn't see it that way. Thanks for letting me know	Leave me alone, you jerk! It's none of your business
If I get stuck I will ask for help	That's unfair

Hang up two pieces of flip chart paper – label on “Can-Do” and the other “No-Can-Do.” Divide into small groups. Mix up the sticky notes and give them out to the groups. Ask them to take turns reading each sticky note. Then each person with the help of the group decides if the phrase sounds like “Can-Do” or “No-Can-Do.” When the groups have read and talked about all their sticky notes – ask them to put the phrases on the Flip Chart where they belong.

Debrief Questions:



_____ When you start to listen to yourself and others, really listen to the words they say you will hear Can-Do phrases and No-Can-Do phrases. How will it change the way you respond to different situations?

What things in your life will change if you choose to use Can-Do words?

What will happen if you choose to use No-Can-Do words?

Break 10 minutes

ACTIVITY: Story Time
15 minutes



Goals: To share a story of a talented man who chose to remain proactive in his life even though he faced unfair barriers.
To discuss what can be learned from the story

Materials: A copy of the Stone Video, TV and VCR. The Stone video can be previewed on YouTube at <http://www.youtube.com/watch?v=u-DIsWkaDJo>

Directions:



_____ We are going to watch a video about a community leader from Africa who really made some Can-Do choices in his life. When he was young he was a star soccer player. He was good enough to play for a professional team. Right before he was recruited to play for a national team he had an accident. Actually a player from another team deliberately hurt him. The injury was permanent and it ended Stone's soccer career.

Stone decided he wasn't going to get even. He decided not to hurt the man who injured him. He knew revenge would only provoke more violence. He was Pro-active. He was a Can-DO person. He decided to put his energy into helping others.

Let's look at the video and meet Stone.

Show the Stone video.



Debrief the video. Ask



_____ What do you think about this video?

What Can-Do action did Stone do take he got hurt and could not play soccer?

ACTIVITY: The Choice is Yours

Purpose of activity: One way to help folks understand the difference between being proactive or reactive is to use a soda bottle to represent being reactive and a bottle of water to represent being proactive.

Ask for one volunteer to come up to the front of the group. Give him/her a bottle of soda and have them shake it up.



Reactive



Proactive

Ask for another volunteer to come up to the front of the group. Give him/her a bottle of water and have them shake it up.



_____ What will happen to our Can Do volunteer if I ask him or her to open the bottle of water?
What about our No-Can-Do reactive volunteer?

State:

No-Can Do people are like the bottle of soda. When the soda gets shaken up it eventually will explode. Can-Do people are more like the water bottle. They think before they act. And you can shake them up all you want, but nothing happens.

Read: Take turns reading the following examples and ask the group to tell you if it sounds like a Can-Do person or a No-Can-Do person.

1. Your sister ruins loses your favorite CD and you call her up and scream at her.
2. Your grandmother forgets to call you on your birthday and you decide that to give her a break and not get mad
3. because she has been sick lately.
4. Somebody cuts you in line, so you spill soda on them.
5. Your home provider says her car won't start and you have to stay home today so you stomp off to your room and slam the door.

6. Your little sister keeps asking you to help her with her homework and you don't want to, but you decide to do it anyways.
7. You feel like you are being scheduled for too many weekend shifts at work but instead of complaining to your co-workers, you talk to the manager.
8. Someone offers you drugs and you say no.
9. Your Mom says, "We need to talk." and you say, "I have a headache – can we talk later?"

FOLLOW THROUGH ACTIVITIES

Description: Activities are very important to make the most of our time together. They are opportunities to help stimulate motivation and desire for employment.

Goal: To stimulate motivation and desire for employment. To keep the desire of employment in the mind of the participant

Time: 5 minutes

Materials: Easy Steps Hand Out

Directions:



_____ As we saw during check in following through can be difficult. So we need you to practice. You have an activity to do during the week before we meet again. It will help you to participate next week.

Hand out Follow Through Activity

Directions:



_____ This week's Follow Through activity is to chose one of the Easy Steps on the handout.

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