

## **Stages of Change**

1. Precontemplation
2. Contemplation
3. Preparation
4. Action
5. Maintenance (*or sustaining, owning, etc*)

## **The Stages Regarding Employment**

- ❖ Precontemplation
  - Not “thinking” much about employment as an important change
- ❖ Contemplation
  - “Thinking” about employment, highly ambivalent
- ❖ Preparation
  - Getting things in place to seek employment
- ❖ Action
  - Actively seeking employment
- ❖ Maintenance (*or sustaining, owning, etc*)
  - Working

## **People in Precontemplation Regarding Work**

- What are your goals?
- Do you have goals related to employment or a career?
- What types of work have you done in the past?
- What types of hobbies do you enjoy?
- Have you thought about how employment may help you achieve some of your goals?

## **What helps?**

- Developing a true strengths assessment (while keeping an eye open for work-related strengths)
- Cognitive Behavioral Reframing (exploring what coping skills the person already has in place)
- Providing Information about Employment Benefits

GOAL: “I want to live independently and be able to be self-sufficient.”

1. Develop a vocational goal
2. Develop a vocational plan
3. Explore education and careers
4. Apply for disability income and entitlement programs

## **Cognitive Reframing**

- Helping people that we work with to re-evaluate their experiences that they may view as “failures” to assess strengths, talents and abilities that will be helpful in a work environment
- Wondering together with the people that we work with about employment

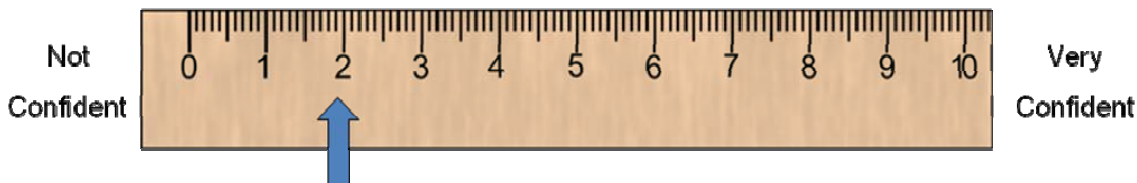
## People in Contemplation Regarding Work

- What are the potential benefits or drawbacks to employment for you?
- Do you know that people who have symptoms are able to work?
- Do you know that work actually helps reduce substance use?
- What concerns about work can I help you with?

How important is it for you to get a competitive job that you like?



How confident are you that you will be able to get a competitive job with our assistance?



### Being Employed

### Being Unemployed

#### Pros

More income

Feel better about myself

Keep my disability income

#### Cons

Worried about benefits

Don't know what to say to co-workers

Bored

Don't like relying so much on others

## **People in Preparation Regarding Work**

- Is there any part of your job search process that would be helpful for you to have some help with?
- Remind me again of some of the reasons that you want to work?
- Let's take a look at the progress you have made with your search so far.
- Is there anything about the way you are job searching that you may want to consider doing differently?
- Review and understand community resources for employment including vocational rehabilitation services, work incentive programs, work incentive counseling, and supported employment programs.

## **Explore Natural Supports for Work**

- Be culturally competent!
- Evaluate the meanings of work for the person within the context of their culture, their community and their family
- Assess for people who are, or who may become, good natural supports for people related to employment
- Offer to meet with some of the person's natural supports, if they are interested, to discuss the role that the person wants employment to play in their life and in achieving their goals

## **People in Action Regarding Work**

- Ask about how the job search process is going?
- Validate the stress and sometimes the anxiety of the job search process
- Ask the person if they would be interested in doing some role plays with you regarding employment interviews
- Carefully assess for areas where coping strategies and skills may be useful for the person
- PLAN for the first day of work together, help the person identify and use structured problem-solving to work out seemingly "little" things

## **People in Sustaining Regarding Work**

- Ask "different" questions about how work is going frequently
  - Best parts of the job
  - Lunch time or break time strategies
  - Medications and side effects during work
  - Stressful situations
  - Being assertive with supervisors
  - Where and how to seek support
- Develop a work specific plan for managing early warning signs & relapse prevention strategies
- Continue to ask about and help build natural supports
- Help the person to avoid loss of employment status in unplanned way
- Think like an "Employee Assistance Program" (or better)
- Watch for concerns that may affect employment
- Watch for "high-risk" situations in the work place
- Ask what the person is learning about their own *Working Life*