



SELF-AWARENESS FOR JOB ACCOMMODATIONS

By:

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“The severity of one's disability does not determine their level of potential. The greatest barriers that persons with disabilities have to overcome are not steps or curbs, it's expectations.”

Karen Clay



all of a kind

SELF-AWARENESS DEFINITION

- **Ability to recognize your strengths, weaknesses, and personality traits and understanding how they shape you as a individual.**

WHAT ARE STRENGTHS

Characteristics and/or skills that you have that you have mastered or have a strong foundation in.

Ex 1. One thing that sets Jim apart from other applicants is his organizational skills. In this scenario Jim's ability to be very organized is a strength of his that sets him apart from others

Ex 2. Jane's ability to empathize with her clients make her a very effective therapist. Here Jane's characteristic of empathy is a strength for her because her level of empathy allows her to be a more effective therapist.

WHAT ARE WEAKNESSES

Characteristics and/or skills in which the individual struggles with executing.

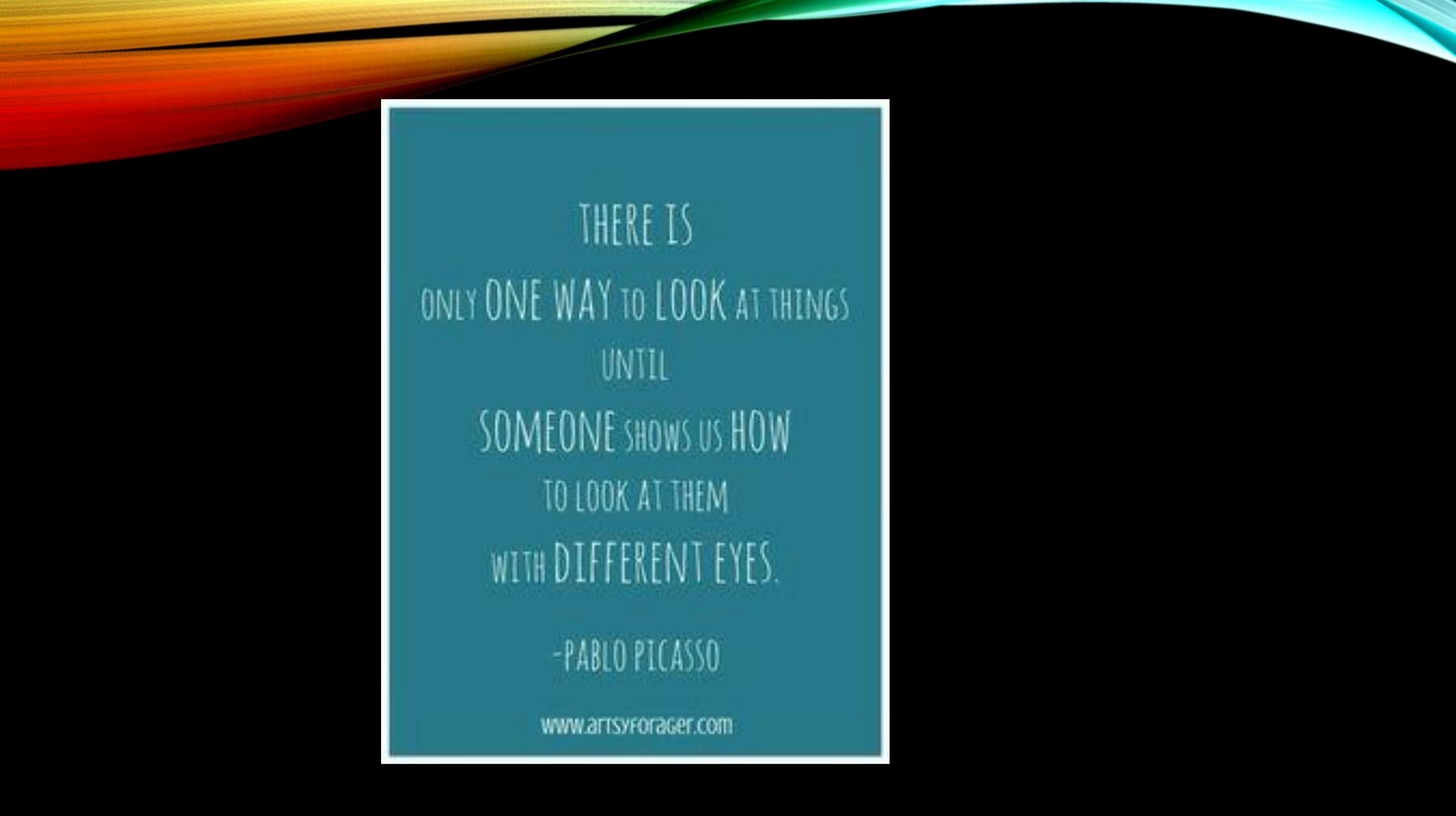
Ex. 1 Although Jim has excellent organizational skills he struggles with making friends. In this scenario while one of Jim's strengths is organizational skills he struggles with making friends which would mean that making friends is something that Jim struggles with.

Ex. 2 Although Jane is excellent at expressing empathy towards her clients, Jane struggles with expressing disappointment with some clients.

In this scenario while expressing empathy is a strength for Jane, expressing disappointment with some clients is something Jane struggles with executing therefore her struggle with expressing disappointment with some clients would be considered a weakness for Jane.

WHAT ARE PERSONALITY TRAITS

- characteristics that distinguishes the character, action and attitude of a person
- Ex: Smiling, cheerful, angry, bitter, Honesty, Responsibility, etc....



THERE IS
ONLY ONE WAY TO LOOK AT THINGS
UNTIL
SOMEONE SHOWS US HOW
TO LOOK AT THEM
WITH DIFFERENT EYES.

-PABLO PICASSO

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JOB ACCOMMODATIONS?

What is a Job accommodation	What isn't a job accommodation
Flexible work schedule to attend medical appointments	Weekends off so you can hang with your friends
Service animal	Getting off early for a concert
Job restructuring	Removing essential job duty
More frequent Breaks	Longer lunch just because you want a longer lunch
Having a water bottle/other medical necessary liquids/foods	Snacking when you feel like it

USING SELF-AWARENESS FOR JOB ACCOMMODATION REQUEST

- Identify your strengths and weaknesses.
- Once you identify your strengths and weaknesses look at you job description and figure out what job duties fall underneath your strengths and what job duties fall underneath your weaknesses.
- Use a piece of paper to write down which job duties fall under your weaknesses and identify if a reasonable job accommodation can be requested.
- Ex. John was hired as a cashier at Taco Bell. While John can do most job duties without an accommodation he is unable to stand for long periods of time due to a medical condition. John being self-aware of his weaknesses meets with his supervisor in private and requests a stool to sit on while working at the cash registers so that he can perform his duties of working at the cash register. When John makes the request he provides his supervisor a doctor's note stating that he does have a medical condition that prevents him for standing for long periods of time and having a stool to sit on would be a reasonable accommodation for John. Because John was self-aware of his weaknesses he was able to get what he needed in order to fulfill his duties as a cashier.

RESOURCES

- Job Accommodation Network(JAN)
- <https://askjan.org/>
- Texas Workforce Solutions Vocational Rehabilitation Program
- <https://twc.texas.gov/jobseekers/vocational-rehabilitation-services>
- Disability Rights of Texas
- <https://www.disabilityrightstx.org>