

Empowering Independence at Work.

BRIGGS & ASSOC

Navigating the Workplace Journey with the Seven Phase Sequence.

Dr. Steven G. Hunt

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**Philosophy**

“Anyone who has the desire has the ability to be successful in the workplace”

~Jennifer Briggs

Dr. Steven G. Hunt

2

The Aim is Independence

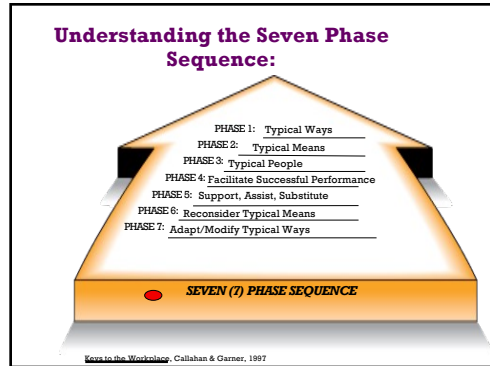
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Training Objectives

Dr. Steven G. Hunt

- Understand the Seven Phase Sequence framework for supporting individuals to achieve workplace independence.
- Analyze the strategies used by employment specialists and job coaches in the Seven Phase Sequence and their effect on employer expectations.
- Evaluate the effectiveness of support strategies in each phase of the Seven Phase Sequence on individuals' progress toward workplace independence.

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### + Begin with the end in mind

- How do you introduce your role
- How do you introduce yourself to coworkers
- How do you minimize differences

7

### The Natural Phases 1 - 2 - 3

11

### The Seven Phase Sequence Phase 1

1. Determine Natural Ways

Phase 1 refers to the natural ways of a business. It includes:

- Methods of performance for targeted job tasks,
- Step by step procedures,
- The culture of the workplace including aesthetics, language, celebrations, noise, managerial style, assisting relationships, written and unwritten policies...

12

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### The Seven Phase Sequence Phase 2

1. Determine Natural Ways
2. Determine Natural Means

**Phase 2** refers to the **natural means** of a business. It focuses on the instructional strategies used by employers to teach and support new employees.

13

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### The Seven Phase Sequence The Natural Phases: Phase 3

1. Determine Natural Ways
2. Determine Natural Means
3. Identify Natural People

**Phase 3** identifies and enlists the **people** who typically support new employees to perform their jobs: owner/boss, supervisors, and co-workers.

14

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### The Facilitation Phase 4

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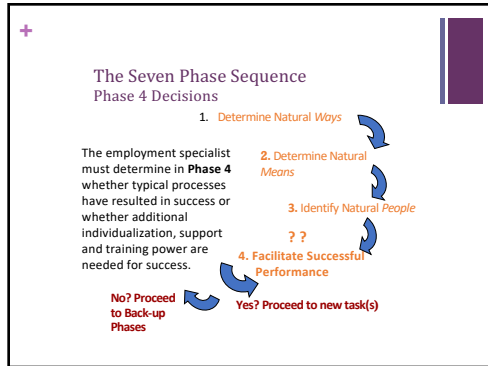
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### The Seven Phase Sequence Phase 4

1. Determine Natural Ways
2. Determine Natural Means
3. Identify Natural People
4. Facilitate Successful Performance

**Phase 4** uses all the information gained during the first three phases. The question marks indicate that facilitators must negotiate the degree of naturalness that will be used for initial training.

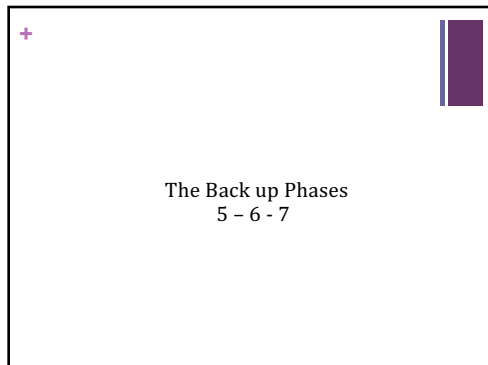
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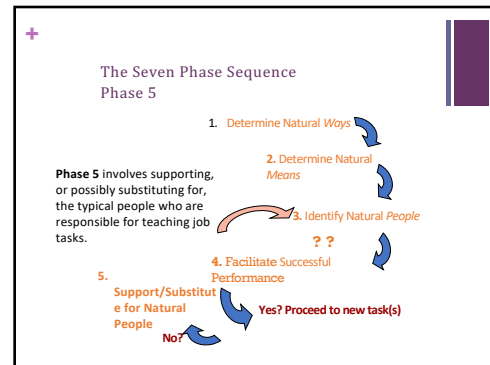
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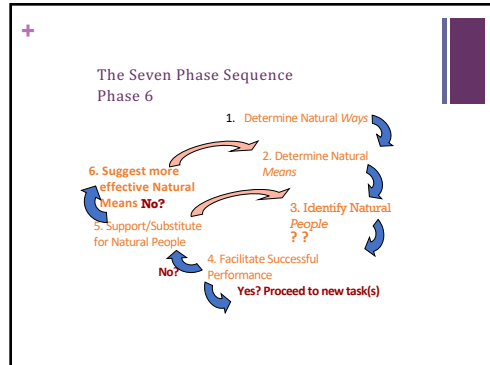
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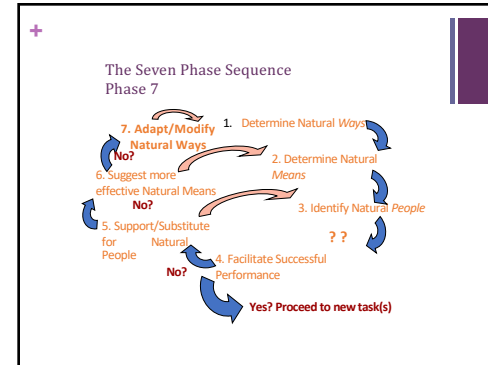
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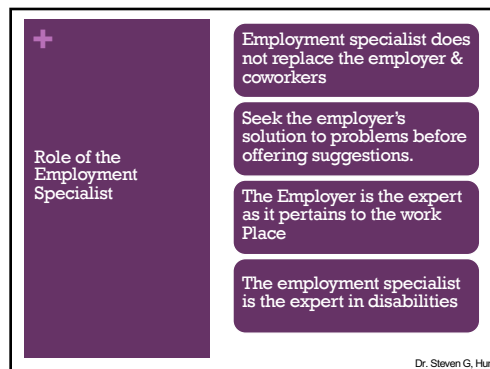
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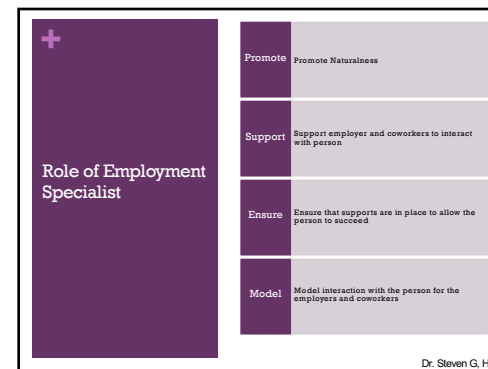
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26

## Directives

- Why?
- Where to find?
- What to include? (and what NOT to include)

27

## Directives

Onella Job Directives Updated: 10/31/2016 Suedewater Growers

**Suedewater Growers**  
 4200 Knox Bridge Hwy Canton, GA  
 There is no sign at the field just a mail box. On the left you know you have gone too far if you see  
 Suedewater Gas Station on your left immediately after...if a horse to turn around I will be your first  
 right.

**Directs Dat:** cover 770-331-7207  
 Susan van  
 Lauren 770-718-8077  
 1200 Hwy 100  
 Midway Office, Midway and Lunell  
 W80 address: grower

**Mon to 10:00a - 68 traps - 24 traps  
 Wed to 1:00p - 68 traps - 24 traps**

17 traps per day ...

**Notes**


- 1) Check to bag
- 2) Check to bag - Press 1 then enter password 1234, use left index finger to scan, enter 100 for area
- 3) Check to bag
- 4) Check to bag - Put cups in trap, Dump soil in bag, Spread soil and remove excess soil.
- 5) Check to bag
- 6) Put soil in bag
- 7) Get Brown & Outpost (we sweep up area & dump back & dump full outpost) Then Chad puts  
 in the bag
- 8) Check to bag - Press all gloves and get bag
- 9) Check to bag - Press 2 then enter password 1234, use left index finger to scan

28

## Fading

- Fade from the beginning
- Communicating expectations
- Natural Supports
- Giving room for independence (and the issues that come with it)

29



## Long-term Support

- Anticipating problems
- Asking the right questions (fine-fine-**FIBED!**)
- Career growth

30



31

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32