


+

## Optimizing Success in Supported Employment:



A Holistic Approach Integrating Philosophy, Perspective, and Best Practices

Dr. Steven G. Hunt

2

+


## Training Objectives

Dr. Steven G. Hunt

- Identify the importance of philosophy in supported employment for career success.
- Understand how professionals' perspectives influence supported employment outcomes
- Comprehend the impact of Discovery and Systematic Instructions on positive outcomes.
- Apply knowledge to enhance supported employment program design and implementation.

3

+



Est. 1988

- More than 31 years of service
- Presence in 4 of the 6 Regions
- Maintain 85% employment
- Everyone works above minimum wage
- Zero exclusion

Dr. Steven G. Hunt

4

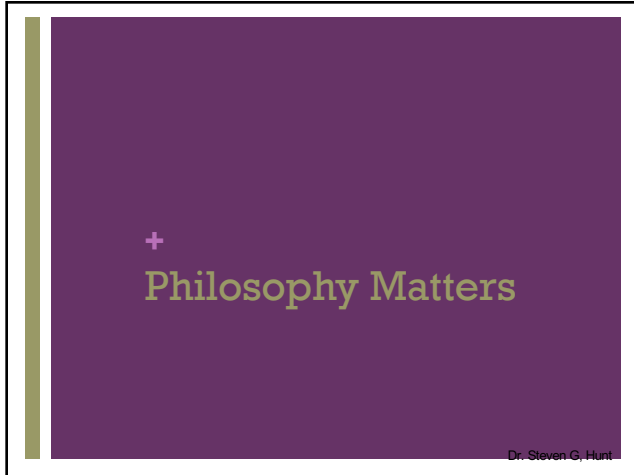
## Philosophy

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

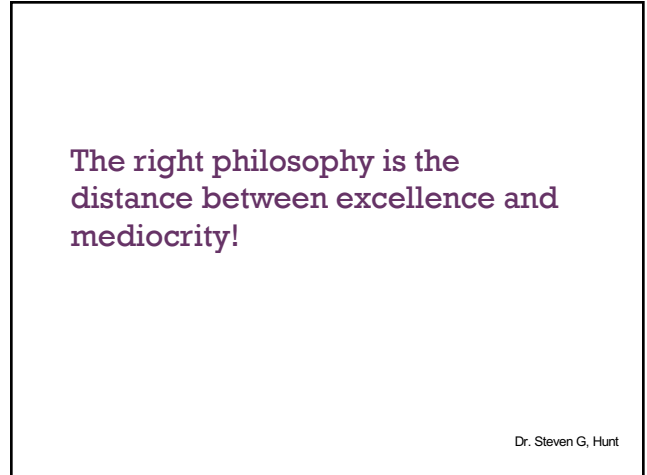
~Jennifer Briggs

Dr. Steven G. Hunt

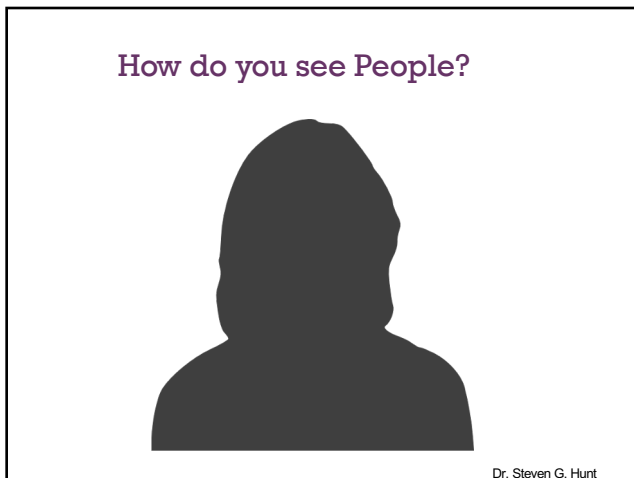
5



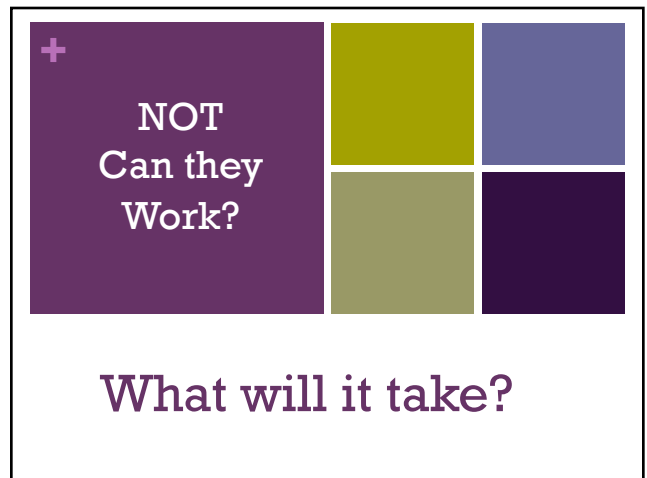
6



7



8



9

+

Key Components

Discovery + Systematic Instruction =

Successful Career

11

+

The Essentials

Job Seeker Strengths

Employer's Needs

Dr. Steven G. Hunt

12

Systematic Instruction

**"Everybody is a genius.  
But, if you judge a fish by its ability to climb  
a tree, it will spend its whole life believing  
that it is stupid."**

~ Einstein

Dr. Steven G. Hunt

13

+

Understanding Systematic Instruction

Everyone can learn; we just have to figure out how to teach them

Dr. Steven G. Hunt

14

What can they Learn?

What can you Teach?

Dr. Steven G. Hunt

15

**BRIGGS & ASSOC**

**■ Systematic Instruction**

- Marc Gold, University of Illinois - "Try Another Way"
- Belief that individuals have more potential than anyone realized.
- Everyone can learn if we can figure out how to teach them.
- A lack of learning should first be interpreted as insufficient use of teaching strategies, rather than inability of the learner.
- Emphasis on utilizing a specific plan for how a task or set of tasks will be taught.
- Providing information, not affirmation or correction, is key.

17

**Information**

Information....the essential commodity of systematic instruction – not correction, not affirmation, not reinforcement, not feelings, not general expectations.

Training is considered successful when information from the trainer/facilitator is turned into correct performance by the learner.

18

**Systematic Instruction**

- Gives the trainer confidence to teach anything to anyone
- Create possibility to simplify the instruction otherwise complex tasks
- Removes the limits of what a person with disabilities is able to learn

Dr. Steven G. Hunt

19

+

## Why is Systematic Instruction Important?

- People being supported are often taught to follow along – not take the lead (“learned helplessness”).
- People are often provided low challenge tasks because they’re not believed capable of doing more.
- Good intentions with no results = no results.
- People with disabilities are limited by other’s lack of knowledge about good instruction.
- When you know you can teach a skill, your vision for new careers opens up.

Dr. Steven G. Hunt

20

## Understanding the Seven Phase Sequence:

PHASE 1: Typical Ways  
 PHASE 2: Typical Means  
 PHASE 3: Typical People  
 PHASE 4: Facilitate Successful Performance  
 PHASE 5: Support, Assist, Substitute  
 PHASE 6: Reconsider Typical Means  
 PHASE 7: Adapt/Modify Typical Ways

**SEVEN (7) PHASE SEQUENCE**

Keys to the Workplace, Callahan & Garner, 1997

21

+

## Discovery

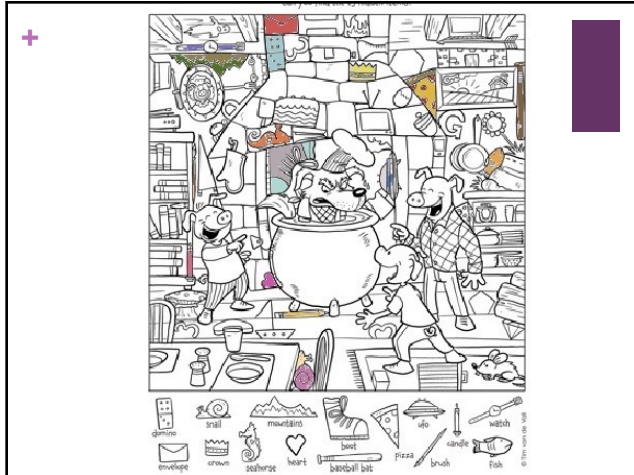
To support people in their it is necessary to know and understand them.

Dr. Steven G. Hunt

22

domino, snail, mountains, boot, pizza, umbrella, watch, envelope, crown, seahorse, heart, baseball bat, brush, fish

23



24

+

Discovery is Qualitative Approach that aims to understand people in as many aspects as is necessary to develop an effective Customizes Plan for Employment.

25

+

The aim of Discovery is to identify the best an individual has to offer.

Dr. Steven G. Hunt

27

+

Avoid a single story

28

+

A single story produces unintended consequences...

---

Denied opportunities

---

Omission of important facts

---

Creates needless limits

---

Masks potential

---

Loss of dignity and equality

---

Leads to incomplete and inaccurate conclusions

29

+

*Discovery;*  
It is a Process  
(not filling out a form or taking a test!)

A process to help you get to know a person, in settings where they are most "who you are."

A process to discover information about unique contributions to the right employer's needs.

A process to learn about a person without summarizing who they are until you have gathered all the information.

And everybody's process is a little different!

Dr. Steven G. Hunt

36

+

Discovery

Broad in scope

Descriptive

Opinion free

Respectful

Comprehensive

None-comparison

Belongs to the person

Dr. Steven G. Hunt

37

+

No one person has the full story

Individual

Family...(parents and siblings)

Friends

Teachers

Neighbors

Other paid staff

Dr. Steven G. Hunt

38

+

Methods of Discovery

- Interview/conversations
- Time together
- Observation
- Participation

Dr. Steven G. Hunt

39

+


Discovery is a process that takes time!



Dr. Steven G. Hunt


40

Ever Always Judging



Dr. Steven G. Hunt

41



42



## Dr. Steven Hunt, Psy.D

- Region Director
- Briggs & Associates
  - 404-290-6845
  - 770-993-4559
- [steven@briggsassociates.org](mailto:steven@briggsassociates.org)
- [www.briggsassociate.org](http://www.briggsassociate.org)

■

43

“Our communities are not whole until all its members are valued and contributing.”

~Jennifer Briggs

44