

## **CHARACTERISTICS OF A GOOD JOB COACH**

- Passion for helping individuals with disabilities
- Communicator –Always communicates with the individual, employer and job developer in regards to employment progress, further job carvings needed, or etc...
- Paying attention to the small details.
- Great observer-Always being aware of the employer and client needs on the job for long term employment success.
- Great documentation/pennmanship-Documents on the job supports specifically, and legible.

## **CHARACTERISTICS OF A NOT SO GREAT JOB COACH**

- Poor communicator-Not reporting important information between the client, employer or employment specialist.
- Poor observer-Not paying attention to specific struggles or complicated areas of the job that may result into a job loss.
- Un-organized –Never on time, loss of paperwork or etc...

## **JOB COACHING TASK**

- Job task analysis –Specific break down of that particular job, tools used and work uniform required/needed.
- Daily job coaching support-Feedback on prompts and other on the job supports provided each and every day.
- Job coaching fades sheet-Form that is used to record feed back as job coaching supports are faded away due to the client progressing towards working independently.

## **BENEFITS OF JOB COACHING FOR INDIVIDUALS WITH DISABILITIES**

- Building natural supports-Assist the individual in learning all the supervisors and managers, educating the employer on the individual over all.
- Learning job task-Spending the time necessary for the individual to learn and demonstrate that they have learned their job rolls.

## **BENEFITS FOR BOTH A BUSINESS AND THE INDIVIDUAL WITH A DISABILITY**

- Inclusion-The employer demonstrates that they are an equal opportunity employer and they are willing to give individuals with disability/barriers to employment a job opportunity.
- Help reduce employer turnovers-Individuals with disabilities keeps their jobs.

- High work quality-Most individuals with disabilities work very hard and show pride in their work.