TALKING ABOUT YOUR DISABILITY YOUR WAY

A GUIDE TO SHARING YOUR INFORMATION

This guide has been created in collaboration with people with disability. Multiple Solutions has worked with Feros Care, an NDIS partner in the community, on the development of this guide. It has been developed as a tool to empower people to have a voice in overcoming roadblocks and to promote self-advocacy and inclusivity.

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Delivering the NDIS in your community

SHARING INFORMATION
ABOUT YOUR DISABILITY

This guide has been created in collaboration with people with disability to empower you to have a voice, and to promote self-advocacy and inclusivity. The guide provides tools to assist you to discuss your disability and identify and articulate your goals, and the supports available to help you achieve them!

You can use this guide:

- as a tool to give to someone to better understand and support your story

- with someone who is supporting you

- to identify your current supports

- to better understand and gather your thoughts

This guide can be used as a working document to help support you to:

- get to know who your support people are

- create networks that support you to enter employment, volunteer work and study

- identify your goal or goals and any possible roadblocks

- give guidance in sharing information about your disability and/or impairment

- create schedules and working targets to help reach your goals

- celebrate the goals you have achieved

Background to this guide

This guide has been created using the principles of the social model of disability. The model focuses on a way of viewing the world which has been developed by people with disability, and considers that people are disabled by the barriers in society from non-accessible buildings and paths, to toilet facilities and public transport. It highlights people's attitudes and the assumption that people with disability cannot do certain things.

This guide steers away from the medical model of disability which implies that people are disabled by their impairments and looks at perceived deficits of a person, rather than their needs. We have followed the social model of disability as we believe that roadblocks can be removed to create equity and offer people with disability independence, choice and control.

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SECTION ONE
WHAT IS YOUR GOAL?

WHAT IS A GOAL?

A goal is an idea for the future that a person would like to achieve through a plan. To reach goals we set timeframes so that we can keep on track and motivated to achieve our goal by the deadline we have set ourselves.

In this section we will help you identify what goal you are aiming to achieve in current study, volunteer work or employment, and how to work toward your goals.

INCREASING MY SKILLS IN THE WORKPLACE

EMPLOYMENT

WHAT IS MY GOAL?

STUDY

VOLUNTEER WORK

MY STORY

What is my goal?

_____

_____

_____

_____

_____

_____

Why do I want to achieve this goal?

_____

_____

_____

_____

_____

_____

_____

STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
IDENTIFY GOAL	WORK OUT THE INFORMATION YOU NEED TO SHARE ABOUT YOURSELF TO GAIN SUPPORT	IDENTIFY PEOPLE WHO ARE GOING TO HELP YOU THROUGHOUT YOUR JOURNEY	BE SUPPORTED	GOAL PROGRESS ACHIEVED!

SECTION TWO
SHARING INFORMATION

CHOOSING TO SHARE INFORMATION ABOUT YOUR DISABILITY / IMPAIRMENT

In this section we want you to identify what possible support you may need to achieve your goal. We look at roadblocks and possible adjustments.

What is a roadblock? Roadblocks only block the road if you stop and let them. Roadblocks don't block you; a roadblock is something that can be taken away, moved around or changed to overcome.

Possible adjustments If you feel that there is a roadblock, it's always helpful if you have some time to think about how you have overcome this in the past and if someone has supported you before. This could be through more support in training or a modified chair for you to sit in or a quiet space to go if you are feeling overwhelmed.

A GUIDE TOWARDS SHARING

Sharing information about your disability is completely up to you. We have created this flow chart to help you decide whether you want or need to share. It is important to understand that sometimes we need to share information legally to an employer to keep ourselves and everyone safe.

Some of the reasons why people share information about their disability and/ or impairment:

- to be safe
- to enter into a position with tools and solutions
- to gain support for adjustments in the workplace or for learning
- if an injury or illness will impact any duties they need to perform

Why someone may not share information:

- modifications are already in place
- adjustments may not be needed
- disability/impairment will not affect the work that is being completed
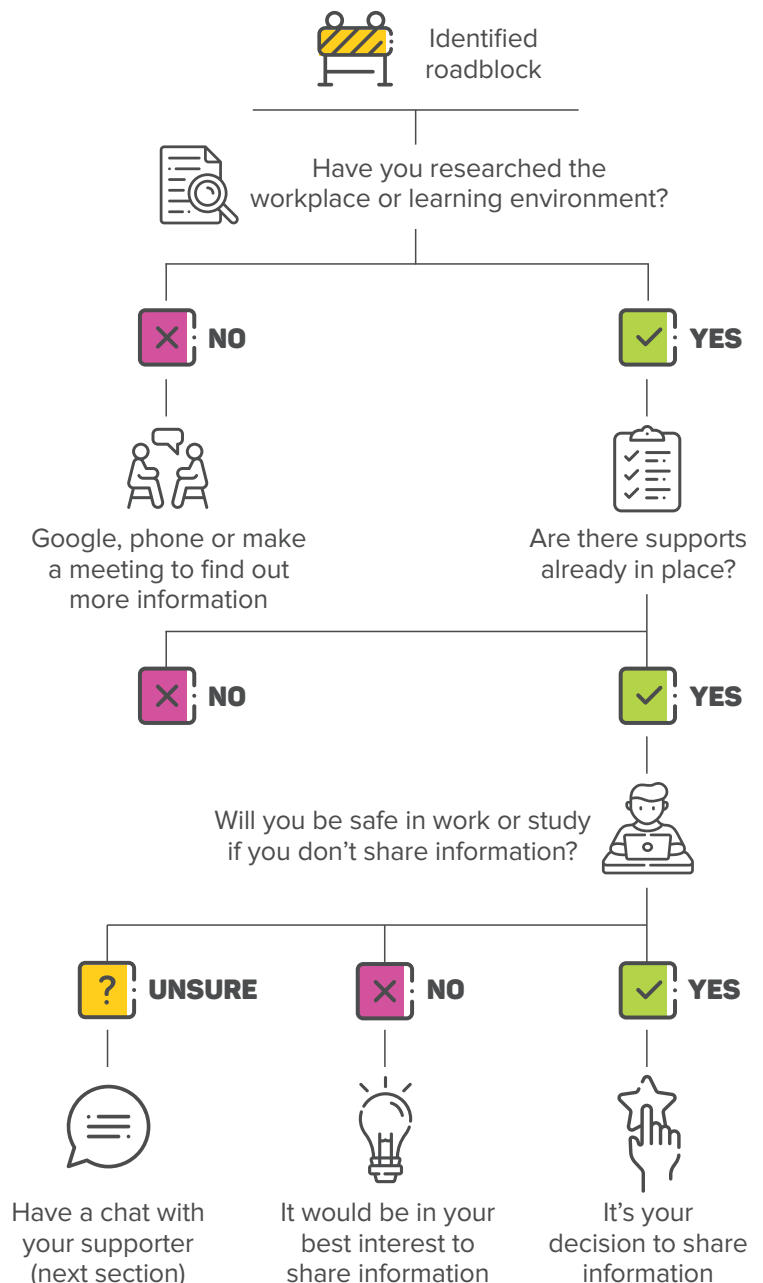
> **HELPFUL HINT!**
> Researching the workplace or learning about the environment will give you a better understanding of what information you need to share.

Identified roadblock

Have you researched the workplace or learning environment?

NO — Google, phone or make a meeting to find out more information

YES — Are there supports already in place?

NO

YES — Will you be safe in work or study if you don't share information?

UNSURE — Have a chat with your supporter (next section)

NO — It would be in your best interest to share information

YES — It's your decision to share information

WHAT DO I NEED TO SHARE?

STEP BY STEP

By breaking down some of the individual information about you, you can start to think about some of the things you might need support with.

We believe that everyone is an individual and we want to make sure that you have the right tools you need to succeed. One way of doing this is through being prepared with solutions when you are ready to share information.

MY STORY What information would I like to share about my disability/ impairment?	ROADBLOCK How will this affect my goal?	POSSIBLE ADJUSTMENTS What possible adjustments could help me reach my goal?

SECTION THREE
WHO WILL SUPPORT ME?

THIS SECTION IS FOR YOU TO USE AS A GUIDE TO START AND KEEP HAVING OPEN CHATS WITH A SUPPORTER

What is a supporter: A supporter is someone helping you to understand and put into place the supports you might need to reach your goal. As goals can have many steps you may need to have multiple supporters to help achieve your goal.

Who can be a supporter: A supporter can be a family member or friend, a paid support such as a support worker or can be someone helping you navigate a service such as employment or the NDIS e.g. an Employment Consultant, Local Area Coordinator, Employer, Co-Worker, Teacher/Student Support Officer or Volunteer Buddy.

Don't forget that using this tool will support in your future goals as well; you will get to know yourself better and the people around you will understand you better too!

WHO ARE MY SUPPORTERS?
Please check with your supporters that it is OK for their information to be stored.

SUPPORTER 1

Name: _____

Role: _____

Phone: _____

Email: _____

SUPPORTER 2

Name: _____

Role: _____

Phone: _____

Email: _____

SUPPORTER 3

Name: _____

Role: _____

Phone: _____

Email: _____

SUPPORTER 4

Name: _____

Role: _____

Phone: _____

Email: _____

SCHEDULE FOR REGULAR MEETINGS

Set up regular times and dates to catch up, have a chat and review progress.

Setting up regular meeting times will help both you and your support to keep chatting. This also means that you can identify and manage any concerns early.

WHY ARE WE MEETING	DATE	TIME	WHICH SUPPORTER AM I MEETING WITH?	LOCATION
Meeting to speak about goals and book future meetings to support me	09/01/2019	10-11am	Supporter 1	Store

EXAMPLE: GOAL WORKSHEET

Let's look at some of the things we spoke about in the previous section; roadblocks you might face when starting employment, study or volunteer work. It's now time to break them down and work with your supporters to reach those goals!

MY GOAL (What do I want to achieve?)	INTENDED RESULTS OR OUTCOMES (What does it look like when I have completed my goal)	POSSIBLE ROADBLOCKS (What are some things that may be useful to explain to my supporter?)	SUPPORTS THAT MAY BE NEEDED (How can I overcome some of the barriers I might face?)	HOW MY SUPPORTER WILL HELP ME (What can my supporter do to help me achieve my goals?) BREAK IT DOWN INTO STEPS	
To be able to use the cash register.	Being able to use the cash register on my own without supervision.	Due to my dyslexia it takes me longer to learn new tasks and sometimes I don't like to ask for help because I feel like I should already know the answer.	I will need some extra training and help to make a cheat sheet so that I can remember the steps I need to follow.	STEP 1	By creating a cheat sheet
				STEP 2	A buddy to support in training to answer questions
				STEP 3	After shift chats for 10 minutes to see how my day has been that we have scheduled
				STEP 4	
				STEP 5	

GOAL ACHIEVED

GOAL START DATE: 9/01/2019

REVIEW DATE/S	Plan with your supporter to review your goal and have a set date to achieve your goal
16/01/2019	Cheat Sheet has been completed and I am able to follow the it. I'm currently learning from a buddy before using the cash register myself. They're helping me with any questions I have.
23/01/2019	I've completed 2 shifts on the cash register with a buddy supervising me for support. I'm starting to feel comfortable to ask more questions and request more help if I need it.
06/02/2019	I've completed 3 shifts without a buddy for support. I've learnt to use the cash register!

GOAL ACHIEVED DATE: 6/02/2019

REVIEWING YOUR GOALS

SUPPORTERS THOUGHTS ON GOAL ACHIEVEMENT:	It took Joe a little longer to learn how to use to cash register, we were able to set up a cheat sheet and give some extra training but after the 2nd week he was able to complete the tasks on his own. I was able to speak with Joe after his shifts to make sure that he felt comfortable in coming to me to speak about any issues and this helped him to become more confident in his abilities.
WHAT ARE Joe's THOUGHTS?	I am now able to use a cash register, I have been able to serve 3 customers on my own, I still have to ask questions sometimes, but I don't mind because I feel like I am able to.

GOAL WORKSHEET

Let's look at some of the things we spoke about in the previous section; roadblocks you might face when starting employment, study or volunteer work. It's now time to break them down and work with your supporters to reach those goals!

MY GOAL (What do I want to achieve)	INTENDED RESULTS OR OUTCOMES (What does it look like when I have completed your goal)	POSSIBLE ROADBLOCKS (What are somethings that may be useful in explaining to my supporter to help)	SUPPORTS THAT MAY BE NEEDED (How can you overcome some of the barriers I might face)	HOW MY SUPPORTER WILL HELP ME (As a supporter how can you help achieve the goal – break it down in steps)
				STEP 1
				STEP 2
				STEP 3
				STEP 4
				STEP 5

GOAL ACHIEVED

GOAL START DATE:

REVIEW DATE/S

Plan with your supporter to review your goal and have a set date to achieve your goal

GOAL ACHIEVED DATE:

REVIEWING YOUR GOALS

SUPPORTERS THOUGHTS ON GOAL ACHIEVEMENT:

WHAT ARE

THOUGHTS?

NOTES

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FEROS CARE LOCAL AREA COORDINATION

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Delivering the NDIS in your community