



ACTIVITY 'S NAME: Following Directions

Type of activity: Individual and in groups

Number of participants: 10

Participants' academic profile(s): third cycle and secondary levels

Participants' average age: ≥18 years old

Duration: 30 minutes

Necessary materials:

- Projector
- PowerPoint presentation
- whiteboard
- Activity Sheets should be provided in easy read print material

Aim or Purpose

To help the young adults to understand / think about:

- Understanding that following instructions is important
- How an employer communicates instructions is important
- Begin to think about their own preferred way of receiving instruction.

Expected Outcomes:

Basic notions about:

- Barriers and Enablers
- The importance of establishing natural supports in terms of fitting in and following directions.
- The ways an employer can make accommodations to communicate instructions

Competencies that will be developed:

To become familiar with natural supports.

Project implemented by:





Skills that will be developed:

To be able to think about getting the right support to:

- Overcome difficulties at work.
- Make natural connections at work.

Key terms / special vocabulary about/during the activity:

- Fitting in
- natural supports
- Barriers
- Enablers
- Resilience
- Circles of support
- Career development
- Normalisation
- layering up

Preparation (what needs to be prepared beforehand to make the activity's implementation successful):

PowerPoint presentation will set out the following scenarios to promote discussion for the following situations.

Trainees will be given an activity sheet to complete.

Activity's step-by-step description:

Trainees should complete the activity sheet, **individually**, by completing the sentences with the words from the below.

natural support
accommodations
barriers
by example
normal
enablers

1. Andre works for a Fire Security installation company, learning his role, what to do and what not to do have been a long but successful. His employer took great care to understand what Andre's _____ to accessing the necessary training and learning process were in order for him to become an accredited fire installation fitter.

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2. Janet started working in a school as cleaner. The support worker carried out her duties with her which she learnt by _____ following her support workers example until she was able to complete all tasks to the satisfaction of the employer.

3. Karl went through a difficult period initially at work having difficulty following written instructions. Karl gives the impression he was is able to follow verbal instructions. Karl had not disclosed his disability. The situation was only resolved when his support worker was able to identify _____ amongst his fellow workers that he was able to understand what he was expected to do properly.

4. Chris works for a small brewery as a brewer. Chris's employer is very much of the view that it is _____ for people with disabilities to want to work and makes accommodations for all its workers to enable them to thrive and fit in at work.

5 Florence has been working as a self-employed florist now for some time. In order for her to achieve this she had to study and do work experience, following difficult instructions and challenging situations only after understanding how to overcome her difficulties by establishing her _____.

6 Andrew has been working for some time now in the supermarket staff canteen, the transition, allowing him to keep his job was only possible because his support worker was able to undertake a job analysis and establish the _____ necessary to enable them to support him to learn his new role with

Recommendations (How to use the tool/resource)

Activity 3 solutions:

1. barriers
2. example
3. natural support
4. normal
5. enablers
6. accommodations

Evaluation:

The facilitator could ask a few follow-up questions in order to consolidate and assess the activity's results:

- What did you learn during the activity?
- Have you discovered anything new?

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- Can you recognise how establishing how an individual learns and takes instruction is crucial to a successful work outcome.

Final observations and methodological recommendations towards the activity's implementation dos and don'ts:

Understanding an individuals Barriers and Enablers through to process of Vocational profiling is crucial to securing open paid sustainable employment.

Project implemented by:

