

Asotin County Community Services Employment Newsletter

Serving the Lewis-Clark Valley since 1973

All people living, working, learning and playing in a community based on abilities, not disabilities.

Our phone number: (509) 758-8349; Our website: www.asotincommunityservices.com

May 2017 Edition Designed by Vanessa Lombard; Edited by Cynthia Tierney



DISCUSSING YOUR DISABILITY WITH JOB INTERVIEWERS ... an informative article found on the www.jobdoozy.org website

“One issue that many job hunters with disabilities will face is disclosure. Should you inform a prospective employer about your disability? If so, when? While every situation is different, here are a few things to consider when making this important decision....”

“If you do not need an accommodation during the interview, but you have a visible disability, it may be a good idea to wait to disclose until the interview itself. Disclosing during the interview may also be a good idea if your disability has resulted in a gap in your employment history.”

“If your disability is not immediately visible, you might wait until after you are offered the job, or until after you have started work and had an opportunity to prove your value to the company. Your decision here may depend on when you think you are likely to need an accommodation. Some people with disabilities that are episodic wait until the first time they have symptoms to disclose.”

“How should you disclose? In order to present yourself in the best possible light, it is important to focus on solutions, not problems. Your disclosure should focus on your skills, show that you are able to face challenges in a positive manner, and find solutions and workarounds for problems. Don't just ask for an accommodation. Include the strategies you have for coping with your disability”.... read more at www.jobdoozy.org

“You can't talk your way out of a situation you have behaved yourself into.”

~Steven Covey
Seven Habits of Highly Effective People



www.chattanooga.com

Habit One: Be Proactive!

The 7 Habits of Highly Effective People is a book that promotes the idea that personal responsibility is key to creating a sense of well being and achievement. This article begins a series of “best quotes” and interpretations from each of Stephen Covey's 7 Habits, as chosen by Vanessa Lombard. Habit One is about taking responsibility for our own lives; not blaming circumstances, conditions or conditioning for our behavior. It's about taking initiative; using resources when looking for a solution.

- Act or be acted upon; act in the present so the future does not act upon you!
- Listening to our Language; Reactive individuals absolve themselves of responsibility, proactive people make themselves a part of the solution, regardless of involvement in the problem.
- Circle of concern/circle of influence; Keep your circle of concern small and your circle of influence large. The smaller you make your circle of concern (negativity), the larger your circle of influence (positivity) grows. Positive harbors positivity and negative harbors negativity.
- Direct, indirect and no control; direct control are issues that are caused by ourselves and we can directly control those behaviors. Indirect control is the response or reactions of others, which can be controlled indirectly by responding positively. No control, is just that, we have no control over the situation, like things from your past, you cannot control those situations.
- The “have's” and the “be's”; the circle of concern is filled with have's, “if I only had my house paid off”. The have's stop you from focusing on being proactive. The circle of influence is filled with “be's”, “I can be more resourceful”, it is setting positive goals to be a positive influence in an environment.
- Making and keeping commitments; Be dependable! You are only as good as your word.

STAFF FEATURE



This month we celebrate Sue Parkins, who joined our staff in August of 2016. She was born and raised in the Lewis-Clark Valley with five sisters. The family loved the variety of recreational activities available in the LC Valley. Sue especially enjoys camping in the mountains in the summer.

Sue has two children, who have given her five grandchildren. Among quilting and many other crafting hobbies, Sue loves to create educational activities to share with her grandchildren.

Sue worked for Vista Outdoors until 2006, while attending Walla Walla Community College part time. After the children were grown she decided to find work in the social services field and was hired to work for Asotin County Community Services in Supported Living (now Community Living) until August of 2016, when she was offered a position as employment support staff. Sue comments, "I find my work enjoyable and very rewarding. The individuals I work with are so amazing."

We feel the same way about Sue. She's amazing and we're happy she's here!

Safety Meeting: 1:30PM until 2:30PM on the 3rd Wednesday of every month (June 21st and July 19th). A must meeting for **anyone working on the levee, social security, or at the Corps.**

Levee & Corps Jobs Made Possible Through a Federal Program Called AbilityOne®

The national AbilityOne® Program provides a wide range of employment opportunities for two target groups, people who are blind and those with a range of significant disabilities who face the highest barriers to achieving competitive employment on their own. They are employed by agencies of state or local government (ACCS) or, in the majority of cases, private, community based organizations that operate as nonprofit agencies often referred to as Community Rehabilitation Programs or "CRPs".

Because we hold AbilityOne® contracts for janitorial and landscaping services, Asotin County Community Services is able to employ people with disabilities on the levee, at the Corps offices in Clarkston and at the Social Security building in Lewiston. Paying a federally mandated wage (from \$15.33 to \$16.52 per hour, including a stipend for health benefits), AbilityOne® contract placement is meant to be a temporary starting place. Having the kind of experience these opportunities afford, are a big help when seeking similar work in the community.

MEMORIAL DAY

Asotin County Community Services will be closed on Monday, May 29, 2017. There will be no janitorial services at the Corps or the Social Security building. Please call the office 758-8349 if you have questions.

Enjoy the holiday.

andy Glasbergen
bergen.com



I have a note from my doctor. I'm allergic to criticism!