



PROMOTING HOUSING STABILITY

with employment



Creating a Culture of Work

Everyone has potential.

Stable housing gives people who are living with mental illness and addiction a foundation to succeed in recovery. Employment often contributes to stable housing. Work can provide residents with something to do and someplace to go during the day; a sense of identity, belonging, and community; financial stability; independence; and hope and optimism. The way you respond to and interact with residents can positively influence their employment journeys.

REMIND ME

Use the back of this card to build self-awareness about your attitudes, thoughts, and communication style as you conduct your work. Keep your attention centered on the person. Encourage their motivation to change.



Produced by the Center for Evidence-Based Practices at Case Western Reserve University. Funded by the Ohio Department of Mental Health and Addiction Services.

www.centerforebp.case.edu



Creating a Culture of Work

Everyone has potential.

1. **Do I believe that employment is part of recovery?**
Or am I waiting for this resident to change before I talk to him/her about work?
2. **Am I curious about this person's potential to work?**
Or do I believe that he/she is not able to work?
3. **Do I realize that I have a role in helping this resident with work?**
Or am I not helping him/her manage the employment process?
4. **Do I help this person find connections among their personal goals and values and employment?**
Or am I not helping him/her explore these connections?
5. **Do I help this person gather information to make an informed decision about work?**
Or am I not helping this person gather the information he/she needs?
6. **Do I explore this person's preferences, needs, strengths, and abilities as a way to help identify potential jobs?**
Or am I making assumptions about the kind of work that might interest him/her?
7. **Do I assist with job searches as much as possible?**
 Do I help this person find, evaluate, and access employment services?
 Or do I need more information about how to assist residents with employment?
8. **Do I provide practical support to help this resident keep his/her job (e.g., transportation reminders, wake-up calls, income reporting)?**
 Or am I not helping with specific ways that might support his/her continued employment?
9. **Do I have ongoing discussions about this resident's current job satisfaction and future goals?**
 Or am I not exploring job satisfaction, new opportunities, and career advancement?