

TIE THAT BINDS

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ATTITUDE IS THE REAL DISABILITY

There Are Jobs

Thanks to all the Community Rehabilitation Providers that turn in their reports each month. We are able to track the number of people working. Here is a list of businesses that hired people in East TN.

ACT
All Kreatures
Alpha Solutions
Anderson County Schools
Aunt Bee's
Auto Details of Oak Ridge
Blount Memorial Hospital
BoJangles
Bonefish Grill
Breakthrough Bakery
Burger King
C&R Painting
Capstan
Century Link
Clyde Austin 4H Horse Center
Cooke's Foods
Cumberland Village
Dawn of Hope
Double Tree
East TN PBS
Eddie's Hair
Erlanger Hospital
ERMC
Evergreen Ministries
Food City
Fresh Market
Frontier Health

Goodwill
Hooters
Island Home Parks and Rec
Jones Landscaping and Lawns
JTEKT
Kroger
Lakeway
Lowe's
McDonalds
Monroe County Schools
NY Pizza Dept
Park Ridge Medical
Reliable Cleaning
Salon Visage
Secure Document Destruction
Silver Angels
SkyRidge Parking
Sparkle Pro
Subway
Taco Bell
Target
TG Max
Virginia College
Zachaby
Zaxbys

Please use this information. You could approach a business in your area and talk about that specific business is hiring people with disabilities in other areas. Or, you could approach an employer and talk about how other businesses in that specific industry have had success with employing people with disabilities.

CESP Exam

TNAPSE is looking at securing a location in Nashville in February to administer the Certified Employment Support Professional exam. CESP certification shows colleagues, supervisors and the individuals that you serve that you completed a rigorous process

to earn your national professional credential.

CESP certification opens the door to:

**Improved professional advancement & job opportunities;*

**Increased income opportunities.*

**Enhanced credibility with employers*

Watch for future announcements on how to register and the requirements to sit for the exam.

Great Bosses

I was reading an article from BusinessInsider, from earlier this year and it was talking about characteristics of great bosses. Yes, they do apply to great bosses, but we are in the “people business” and they would apply to everyone we encounter doing our job. It doesn’t matter if it is a co-worker, a client or a business person. These are characteristics that can make you a great “people person”.

1. Forgive and forget. We all make mistakes. One mistake does not brand us as a bad person for the rest of our life.
2. Transfer your goals into goals for the other person. If you expect cooperation, the other person needs to see value in doing it also.
3. What is the motivation and emotion? People make mistakes or do the wrong thing. What caused that?
4. Support, don’t seek the credit.
5. Decision making is best left to the person closest to the issue and then support.
6. Control is not a reward. If you are in the “people business”, you want

results, results come from helping, not controlling.

7. Let people learn their own lessons. Like a job coach or a gymnastics coach, things don’t always go as planned. We don’t need to scold, but need to support, find out what made it go wrong and make it a learning experience.
8. Other people have ideas. In the “people business” we see the potential in everyone we meet and we need to let them follow their own ideas.
9. End the day by assessing your activity and outcomes. Did I do my best? Could I have been more sensitive or empathetic?

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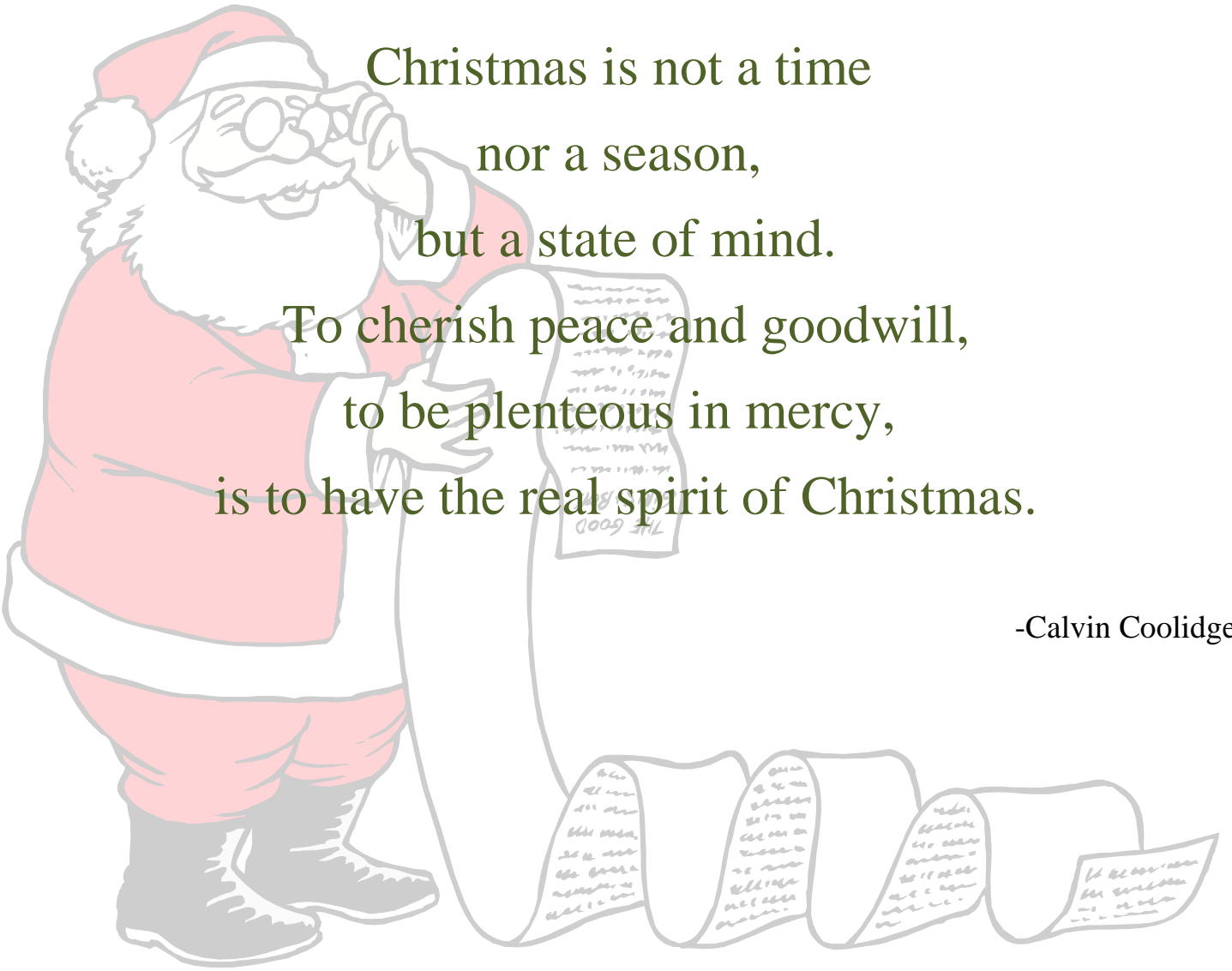
TN DHS/Division of Rehabilitation Services



Tennessee Division of Rehabilitation Services

Tennessee Department of Human Services

“Customer Focused...Employment Driven”



Christmas is not a time
nor a season,
but a state of mind.

To cherish peace and goodwill,
to be plenteous in mercy,
is to have the real spirit of Christmas.

-Calvin Coolidge