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# MISTAKES

## JOB DEVELOPERS MAKE

Are you getting the outcomes your agency needs? No? Maybe this is why...



### "SQUARE PEG"

Business needs to hire people that fit their needs. If your agency does not serve someone with the skills needed, don't try to force the match.



### TOO MUCH EXPERTISE

You may know disability, but you are not an expert in the business operations. Learn what is needed and don't explain what needs to change. Use that knowledge to help your client demonstrate that he/she is a perfect fit.



### SLOW RESPONSE RATE

When a company has an opening, ask how fast it needs to be filled. Have a mechanism established to be able to quickly find a suitable candidate (or two). Do not expect that company to hold that position open.



### LACK OF RESEARCH

Research what jobs are available and what those jobs require. Don't suggest a great candidate who cannot handle customer service requirements unless you know there is an opening in the stock room.



### DEVALUING CLIENT

Offering "free labor" may sound like a good pitch, but it devalues the strengths and benefits of the candidate. In today's workplace, free sounds like a responsibility, not a gift.

## JOB DEVELOPMENT IS A MISNOMER

It is actually finding an existing open position, that matches the skills and abilities of your client.

For more help in effectively helping people with disabilities find good jobs and working with employers, go to [www.debrussellinc.com](http://www.debrussellinc.com)