

The Process of Job Customization



1. Reveal the contributions, potential, and dreams of the individual.
2. Seek out employment opportunities that utilize, exploit, or highlight the contributions.
3. Perform a formal (i.e. written) job analysis in order to determine task sequencing, natural supports, operations that may require additional instruction, modification, alternative production methods, or that may need to be performed in partnership with or by another worker.
4. Engage in interest-based negotiation that highlights the individual's contribution to the workplace that offers a reasonable and understandable **re-arrangement or re-assignment of work tasks** in order to employ the individual (interest-based negotiation in this instance assumes that the applicant and the employer both have common desires: one person wants to work and the other needs someone to work).
5. Provide quality consultation to the employer and co-workers so that they can teach the individual the job.
6. Provide on-going support to the employer and the worker.

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