



The Uniquely Abled Academy® Replication Guide

Element 1 - Match the Individual to the Job

Exhibit 1.3 - Distinguish Between Abilities and Skills

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A skill is something that can be taught, like typing.

An ability is something inherent to a person, like being able to tolerate high repetition while maintaining detailed focus. Abilities can rarely be taught.

Having the needed abilities are usually the critical factors for success in a job.

However, job descriptions almost always list only skills. We encourage employers to also list the needed abilities.

Thus, in matching an individual to a job one should look at the matching of the individual's abilities to the abilities required by a job.

See **Exhibit 1.5 - Tools for identifying the unique individual abilities of an individual** and **Exhibit 1.6 - Tools for identifying a job that matches a given set of abilities.**