



## ***The Uniquely Abled Academy® Replication Guide***

### ***Element 1 - Match the Individual to the Job***

#### ***Exhibit 1.4 - Uniquely Abled Versus Disabled***

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Words create worlds. For example, there are certain words that are no longer acceptable because the world they create is no longer acceptable.

What world is created, what comes to mind for a potential employer, when we say someone is “disabled”?

- What are they missing?
- What can't they do?
- What compromises am I going to have to make to employ them?
- What is the additional cost of hiring them?
- What are the potential liabilities associated with hiring them?
- Is the benefit worth the cost?

All these concerns undermine the chances of employment.

An insight we had is that when one ability is diminished, the body makes up for it by causing other abilities to be extraordinary, which we call “unique abilities”. For example, people with diminished vision often have extraordinary senses of touch and hearing.

What world is created, what comes to mind for a potential employer, when we say someone is “uniquely abled”?

- What are they really good at?
- How might their unique abilities help me?
- What new things might be accomplished utilizing their unique abilities?

Such questions enhance the chances of employment.

Then the question to ask is, “What job could use this individual’s unique abilities?” For example, being a masseuse is a possibility for someone with diminished vision and heightened senses of touch and hearing, where sight can get in the way of being effective. As another example, people with autism often look at the world objectively, with a black and white (no gray) view. They want to know how the world is supposed to be, the rules, and are typically very good at detecting when the world is not in accordance with



those rules. This unique ability potentially makes them excellent quality control inspectors.

When someone has a job that matches their unique abilities, life become more fun, more natural, and less “work vs life”.