Disabilities to Abilities: Turning Challenges into Career Success

Presenters:

Dina Bergren, M.A.
Associate Director of Career Services

Carolyn Roney, M.A.
Senior Director of Disability Services

Walden University
Career Services Center
http://careercenter.waldenu.edu
The Career Services Center Team

Dina Bergren, M.A.  
Associate Director

Lisa Cook, J.D.  
Senior Director

Angie Lira, M.A.  
Senior Career Advisor

Nicolle Skalski, M.M.  
Senior Career Advisor

Denise Pranke, M.Ed.  
Career Advisor

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Presenter: Carolyn Roney, MA

TITLE:
Senior Director of Disability Services
Walden University

EXPERIENCE:
30+ combined years in disability and higher education; 10+ years’ experience at Walden

PROFESSIONAL AFFILIATION:
Association of Higher Education and Disability
Student Panelist: Legrand Ouabo, MAT

EDUCATION:
Master of Arts in Teaching Alumnus, Walden U. University
PhD in Education-Special Education Student, Walden University

TITLE:
Special Education Teacher, D.C. Public Schools

EXPERIENCE:
14+ years in K-12 Education (International and U.S. Based)
Objectives

• Strengthen your brand by conveying confidence to employers
• Explore “ability-friendly” employers, virtual jobs, and job search resources
• Discuss if and when to disclose a disability during the job search
• Prepare for interviews by handling difficult questions and addressing accommodations
POLL: Who is joining us today?
You Are Not Alone!

- 19.5 million working age Americans have a disability
- Nearly 1-in-10 U.S. residents
- 10% of population (age 16-64)

I choose not to place "DIS" in my ability.

- Robert M. Hensel
Accentuate the Positive

- Skills
- Experience
- Training/Certifications
- Interests
- Strengths
- Accomplishments/Contributions
- Personality
- Attitude

Assess your skills and strengths using the Career Services Center’s Self-Knowledge page:
http://academicguides.waldenu.edu/careerservices/selfknowledge
Expand Your Options

- Government Resources and Jobs
- Virtual Jobs
- Nonprofits
- Freelance/Entrepreneurship
- Online Teaching
Seek Advice and Support from Others

• Join a Networking/Support Group: http://disability.meetup.com
• Find a Mentor
  – Ability Links-Mentoring Opportunities: http://www.abilitylinks.org/web/Job-Portal/Mentoring-Opportunities.htm
Join LinkedIn Groups

Categories

Languages

Disability Advocates
People who advocate for full inclusion of people with all disabilities in our communities - including in the workplace...
6,961 discussions • 14,705 members

Disability.gov
Disability.gov (www.disability.gov) is the federal government website for information on disability policies, programs and...
3,237 discussions • 6,760 members

Campaign for Disability Employment
The Campaign for Disability Employment is a collaborative effort to promote positive employment outcomes for people with...
2,003 discussions • 5,676 members

Disability Income and Long-Term Care Insurance Professionals
Networking and Information Sharing group for professionals who work in disability Income and Long-Term Care Insurance
3,037 discussions • 4,700 members

Diversity and Disability@Work
This is a group for employers, employees and coaches to expand their network of people and ideas about disability/...
3,444 discussions • 4,299 members

www.linkedin.com
Prepare for Career Success

• Boost your assertiveness skills
• Practice your elevator pitch
• Fine-tune your brand
Interview for Information

• Make a positive impression in a non-interview context
• Build and maintain networking connections
Test the Waters
Now For the Tough Questions...
POLL: When Should I Disclose?
What If I Encounter Accessibility Issues Or Need Accommodations During the Interview?
The Elephant in the Room
How Can You Best Demonstrate Your Abilities?

• Give a demonstration of your skills (if possible)
• Provide examples of how you performed key job functions in the past
• Bring testimonials and references
• Use a career portfolio to showcase work samples
When Should I Disclose My Invisible Disability If It Does Not Affect the Interview?
How Do I Explain My Employment Gaps?

- Offer a brief explanation
- *Do not include details* of your medical condition
- Emphasize how you are *capable and ready to excel* at the job
What If I Need On-the-Job Accommodations?
Learn More About Disclosure and Accommodations

- JAN: Accommodation Ideas by Occupation or Industry:  http://askjan.org/media/occind.htm
- EEOC: Job Applications and the Americans with Disabilities Act: www.eeoc.gov/facts/jobapplicant.html
Active Approach = Career Success

- Identify and market your many abilities
- Tap into the many resources available to you
- Practice handling difficult questions and educating employers
- Proactively manage your job search and career
Career Story:
“Overcoming Barriers to Land a Position in Special Education”
Questions
Walden Disability Services
Email: disability@waldenu.edu

Disability Services

Whether you are a student with a documented disability and a specific request for an accommodation or a member of the university community with general questions about how to address health issues in our academic environment, we encourage you to contact Disability Services.

In the Disability Services Office, we:

- Review your explanation of how disability or health issues impact you at Walden.
- Determine appropriate accommodations based on your explanation and the medical documentation you provide.
- Communicate with faculty and other university offices on your behalf in a confidential manner.
- Arrange for accommodations online and at residencies or other face-to-face events.
- Manage medical documentation submitted by students for any purpose in a confidential manner.
- Collaborate with other university offices to optimize accessibility of all program and course components.
- Advise members of the university community about assistive technology and other resources to support the needs of people with disabilities in the academic environment.

Contact Information:
Email: disability@waldenu.edu
Telephone: 1-800-925-3366, extension 3121200 or 612-312-1200
Archived Webinars

Targeting Temporary, Contract, and Virtual Opportunities
Presenter: Dina Bergren

Strategic Volunteering for Career Success
Presenter: Denise Pranke

Telling Your Career Story
Presenters: Dr. Krista Laursen, Jennifer Farinella, Dr. Dania Thomas, Dr. Betsy List
Maximize the OptimalResume System

https://waldenu.optimalresume.com
For upcoming webinars, please visit the Career Services Center website for topics and links to register.
Connect with Career Services

Access Everything from Our Website:
http://careercenter.waldenu.edu

E-mail: careerservices@waldenu.edu
References


"Disability is a matter of perception. If you can do just one thing well, you're needed by someone." - Martina Navratilova