

SUPPORTING EMPLOYMENT

8 key principles when supporting a person with FASD

When adopting these principles, service providers including employment professionals and potential employers can create safe, nurturing, and supportive conditions that allow the person with FASD to thrive in their employment.



Concrete

Use words that are exact, specific and rely directly on our senses. Avoid language with double meanings, metaphors, sarcasm, figurative language, and abstract terms. Be aware that you may need to repeat your message using different words.

Consistency

People with FASD may experience difficulties applying new knowledge. They do best in environments with few changes. Create a consistent environment with minimal changes. Use the same words and same strategies.

Repetitions

Minimise forgetfulness and memory difficulties by teaching and re-teaching many times to help information access long-term memory.

Routine

Provide and encourage stable routines that do not change from day to day. This will reduce anxiety and enable them to settle, learn and perform better.

Simplicity

Information overload can overwhelm people with FASD, meaning new information is not assimilated. When providing tasks, activities and instructions, Keep It Short and Simple (KISS Method) and provide a simple environment that minimises distraction.

Specific

Say exactly what you mean and provide step-by-step directions, either verbally or in writing. Remember that abstract concepts and generalisations can be challenging.

Structure

People with FASD thrive best and can achieve better when their environment is structured. Say exactly what you mean, provide step-by-step directions and provide the right tools to complete their tasks or point them in the right direction.

Supervision

Provide supervision and scaffolding as required to guide appropriate behaviour and promote independence.

Developed by Evensen, D. & Lutke, J. (1997). 8 Magic Keys. Adapted version (2007) by FASD Support Network of Saskatchewan Inc. Retrieved from <https://rpay.link/guide/pdf41.pdf>.