

## SUPPORTING WORKPLACE COGNITION

# Supporting decision-making & judgment

Being able to make decisions and exercise sound judgements in the workplace are invaluable skills that support mindful choices and create long-term benefits for the workplace.



Some people with FASD may have difficulties making suitable decisions and judgements. There are some simple strategies that can be implemented in the workplace to support problem-solving.

### A person who struggles to make decisions or apply sound judgments may appear to:

- Frequently hesitate when making decisions.
- Make inappropriate or potentially harmful decisions.
- Demonstrate poor reasoning.

### An employer can maximise the chances that a person with FASD will make appropriate judgements and decisions by:

- ✓ Encouraging the use of the Stop-Think-Do approach when problem-solving.
- ✓ Working through alternative solutions to the problem with the person.
- ✓ Allowing the person to talk through the options to the problem, including the advantages and disadvantages of each option.
- ✓ Encouraging the person to jot down possible solutions to the problem.
- ✓ Brainstorming or role-playing courses of action/situations/problems/scenarios.
- ✓ Providing picture diagrams of problem-solving techniques (e.g., simple flowcharts).
- ✓ Restructuring the work to include only essential functions.
- ✓ Assigning a supervisor, mentor, manager or buddy to guide and answer questions.