



July 2016

# NOVA EMPLOYMENT

## Hire ~~dis~~Ability



### CEO Comment

*Martin Wren*

*July is the start of a new (financial) year for business and the start of a new placement year for NOVA. That means the clock resets to zero and my team and I set out to create another record breaking year.*

The improvement in our ability to find and keep suitable work for our candidates improved by over 25% last year with more than a thousand new workers bringing their skill and ability to businesses across Sydney.

I am regularly asked, 'what sort of work do NOVA candidates do?' – the answer is not short (and that's not because I like to talk!), it is simply that the range of work found is so large. We don't use the Yellow Pages anymore and younger readers may not even know what that is/was – essentially a book that lists businesses from A-Z - NOVA placed employees can be found in pretty much every heading.



Why do business owners hire through us?

Apart from the fact we are nice people they know a simple fact, hiring a person with a disability isn't an act of charity it's smart business sense that rewards smart managers with keen, motivated candidates eager to make a contribution.

Why not see for yourself how we can help your business by matching aspiration and ability with opportunity – hope to hear from you soon!

### NOVA OFFICES

- Camden
- Campbelltown
- Caringbah
- Engadine
- Hurstville
- Ingleburn
- Katoomba
- Penrith
- Richmond
- Rockdale
- Rouse Hill
- Springwood
- St Marys
- Windsor

## Is self doubt sabotaging you?

Steven Last - [www.letsgetworking.com.au](http://www.letsgetworking.com.au)

*I've spoken about criticism and how to accept it, but I haven't spoken about the toughest critic of them all, you. We all have those voices that make us doubt ourselves and send us down a path of self-destruction.*

I've struggled with self-doubt before, especially after multiple rejections from employers. You feel like you've done something wrong when you know you haven't, or you doubt your abilities to complete a task you've done a dozen times. Identifying the reason for these thoughts and feelings can help you overcome your doubt.

Ask yourself where these feelings are coming from. Are you the one who's unhappy with your work, or do you think others will find fault and that's what's making you doubt yourself.

If you believe you can't, then you can't. Thinking back to past failures is a common reason why we start doubting ourselves. We remember a time when we failed at an activity and then convince ourselves we can't do it, based off that one time. Because we don't believe we can do the activity we don't put in any effort and so we fail again. Creating a cycle that continues to convince us we can't do it. If you challenge this belief and break the cycle, you'll see you're capable of more than you think.

Fear is another thing that causes us to doubt ourselves. When we think of the mistakes we could make our mind often goes to the worst outcome, but how often does the worst outcome happen? If you've made a mistake don't let it bring you down. Everyone makes mistakes, but don't let the fear of doing something wrong hold you back. If you're unsure of what to do, ask questions. If you do make a mistake learn from it so you don't make the same mistake next time.

I find my self-doubt comes from what I think others are expecting. I place their expectations high and then doubt my ability to deliver the quality they're after. But I've found what I think people are expecting, and what they are actually expecting usually aren't the same. What I've done has been more than enough and my worries were for nothing. Perfection isn't always required, so if your self-doubt is coming from a fear of not being good enough, finding out what is expected of you can put those fears to rest.

Thinking back to all the times I've been successful is another great confidence booster. I may never have done the task I'm worrying about. But knowing that I've been successful at similar tasks gives me the confidence to give the task a go. When I graduated uni I was told not to shy away from challenges that push me out of my comfort zone. You may doubt your abilities to do things you haven't tried before. But those are the things you should do, as they lead to new opportunities and a new found confidence in your abilities. So give something a go before you give up.

## The Windsor Wolves pack is small but mighty!

Windsor TTW

*It's such an exciting time to be a Windsor Wolf. Our transition trainees have been inundated with work placement opportunities recently that it's been hard to keep up!*

One of our newest partnerships has been with Hawkesbury's Helping Hands, a volunteer organisation that provides food, clothes and support for the homeless and disadvantaged community members of the Hawkesbury and surrounds.

Organiser, Linda Strickland said "the change and the community spirit in the trainees has been incredible. Thank you Alix and Mitch and our newest team member Sandy, you all rock and we are so blessed to have you as part of our team."

Trainees not only were able to demonstrate their food handling skills, but were also able to partake in interview skills with the other volunteers, many of whom are retired professionals, as well as practicing vital, transferable communication skills. The growth in confidence has been mind blowing.

Our lone second year, Sandy, has had the opportunity to work in her job choice, a swim school, which isn't a bad one considering she is a special Olympic swimming medallist. She is currently working at Windsor Riverview News and Gloria Jeans Coffees as Sandy likes to give everything a go.

First year Mitch always aspired to work in a mower shop and he recently completed 20 hours at Paull's Mowers, Richmond and they want him back for another 20 hours next month. It just goes to show that when you match the right trainee with employer, opportunities arise.

For an all-round work experience, Mitch will be starting at Windsor Leagues Club next week working with their groundsman to learn how they maintain their fields and mark the lines for their Saturday football matches.

Alix, also a first year, is trying his hand at anything and everything. A late starter to transition, Alix has already completed work placement at The Readers Den, The Salvation Army, Hawkesbury's Helping Hands and is looking forward to working at Windsor Riverview News and the Hawkesbury Museum.

On top of all the great work experience, the Windsor Wolves have had guest visits from a professional chef (food handling), a professional tailor (life skills) and next month a leading real estate professional (living independently). What the trainees are most excited about, however, is our visit to the Apple City Store, and next month, McDonalds!

We are currently looking more closely at the retail industry, the employment opportunities and the terminology and can't wait to put what we've learnt into practice.

### Some NOVA links

Watch our latest video on NOVA's Youtube channel



Become a fan of NOVA on Facebook. Recommend us to your friends.



What's news at Can-Do-Ability?



Want some great employment tips?



Ben Chenoweth - [Click here for the full article](#)

*For Keiran Melvin, the chance to work at Paul Wakeling Motor Group not only offered him an income, but it also offered him hope.*

Last year the 20-year-old – who has autism and attention deficit hyperactivity disorder – secured a front of house job with the local company through disability employment agency, NOVA Employment.

Despite being a client of the employment service, Mr Melvin was surprised when he received a phone call telling him he had an interview for the role.

“The way NOVA Employment works is that they try and find you a job based on your what you want to do,” he said.

“But the Paul Wakeling job was actually an accident because sometimes a work place calls NOVA Employment and says ‘we need someone for a position’.

“I was meant to work at a factory that day but I got a call out of the blue that said ‘we have an interview for you’.

“So I rushed back and had to get pants and a suit jacket.

“The interview went well and a few days later Paul Wakeling said I had the job.

“I wouldn’t have been in that situation without NOVA Employment.

“They put me out there, gave me confidence and work skills.”

Mr Melvin said the role – which sees him meet and greet customers – suited him perfectly.

“I love it,” he said.

“I love talking to people and I just love talking.

“The problem is getting me to shut up.”

He said other people with disabilities also had a lot to offer prospective employers.

“I don’t view (my conditions) as a disability.

“I view it like life has given me a challenge and I have accepted that challenge.

“I think I’m winning that challenge at the moment.”



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