



ISSUE: Fears are to be expected from those who are hired with multiple barriers. They come with limited skills, expectations and goals. Unfortunately, their life experience has taught them that a lot of things do not work in their favour so they are afraid to even try.

THINGS TO CONSIDER: Every person faces fears, anxieties, insecurities, trials and errors. With support, understanding, patience most will learn to keep trying, and they will grow. For those who have had no support earlier on in life, no guidance and possibly were belittled for every mistake, for these people the feeling is that it is easier to just “not even try”. It is important to remember the unique circumstances of these employees and to always consider the fact that they do the best they can with the limited skills they have.

- **Higher anxiety levels** exist for these employees because they may not have had many employment opportunities, they don't know what is to be expected of them, and they may not believe that they can achieve success.
- **Negative stress** can hinder how they relate to other employees and to management, they will hesitate to ask for help and be reluctant to socialize for fear of not fitting in.
- **Losing respect** from the employer or co-workers if they make a mistake is a real fear. These employees know they have to earn respect, but have not always been given that opportunity in the past or have not been treated with much respect in the past as well.

THINGS TO DO: Create a safe environment for all employees to make mistakes and acknowledge when they have learned from their mistakes.

- When the employee is given a new task and completes the task or a portion of that task, congratulate them for encouragement and to build respect.
- Give these employees tasks that you believe they can accomplish with success. Small wins are better than no wins and allow the employee a platform from which to grow and build confidence.
- Avoid giving this employee multiple tasks as you may unknowingly set them up for failure if they do not complete all of the tasks.
- Consistent feedback lets them know when they are doing the job well, and lets them know if some adjustments need to be made as well.
- Try to stay in tune with their comfort level. The employee may not always be ready for new tasks, but if you truly believe that they can handle more, let them know that you believe in their abilities. However, it is important to let the employee know they have a choice whether or not they take on more tasks. The act of choice empowers the employee.

For more info on Potluck Recipes for Success: Heather O'Hara - Executive Director

T: 604.683.0073 ext. 379

E: heather@potluckcatering.com

W: www.potluckcatering.com



Find Potluck Recipes for Community Success at www.potluckcatering.com

Potluck Cafe Society 30 West Hastings Street Vancouver, BC V6B 1G6 604.683.0073 x. 379 Potluck Tools & Resources Copyright 2007