



<p>May 2013</p>	<p>Employment vs. Self-Employment: <i>Similarities and Differences</i></p>
<p>Common Motivators for Work</p>	<p>Self-employment is on the rise. A recent economic impact study reported that over 10.6 million people in America are working for themselves and a recent Time Magazine article referred to the future of employment as being self-employment.</p>
<ul style="list-style-type: none"> • How meaningful the work is to us • How meaningful our work is to others' • More challenge = more self-pride • Correlation to influencing outcomes • Value appreciation over income • Positive reinforcement drives improved performance • Appealing images improve focus <p>Learn more: What motivates us at work? 7 fascinating studies that give insights.</p>	<p>What does this mean for Vocational Rehabilitation? How might traditional employment development services align with self-employment trends?</p> <p>3 Factors Supporting Employment Success</p> <p>There are 3 essential ingredients for supporting employment success, whether it means working for someone else or for yourself;</p> <p>1. Want: The individual has to want to succeed.</p> <p>One of the first steps to succeeding at anything is the underlying motivation. In terms of employment, one of the most common motivators is a need for income. For VR Customers receiving disability benefits, defining the amount of income level motivation often begins with a benefits consultation. This is particularly useful in self-employment cases where additional earned income influences disability income benefits.</p> <p>There may be other motivational factors as well, such as self-worth, fulfilling a purpose or setting an example for other family members. Whatever the reason, ask VR Customers to identify at least 5 and write them down.</p>
<p>Employment & Self-Employment Development Tools</p>	<p>2. Fit: There must be a demonstrated willingness and ability to perform the desired employment activities over time.</p>
<ul style="list-style-type: none"> • Job Fairs & Events • Individualized Plan for Employment (IPE) • Individualized Written Rehabilitation Plan (IWRP) • Self-Employment Self-Assessment • Personal Preference Inventory • Skills Inventory • Business Idea Option • Market Analysis • Advertising & Marketing Strategy 	<p>While traditional employment typically requires performing at certain times convenient to the employer, self-employment can offer a lot of flexibility in terms of when, how long and where work is performed. Accordingly, for VR Customers looking to self-employment, using forecasting tools for single and multiple product sales projections, breakeven analysis and cash flow can help to determine how much work is needed to support income objectives. Mapping out the sale also provides useful insight into the type of work that may be required to support income objectives.</p> <p>3. Focus: There must be a clearly documented objective and a process for supporting and tracking progress over time.</p> <p>Any goal is best achieved when written down. For employment, there are VR tools to assess employment skills and develop an individualized plan to support objectives over time.</p> <p>For self-employment, there are self-assessment exercises and ways to evaluate business ideas. There are also methodical steps to follow for projecting income and expenses, compiling a business proposal and tracking progress over time. These exercises by themselves and collectively offer valuable insight for supporting and tracking progress over time.</p>

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