Natural Supports

Everyone Can Facilitate Natural Supports
Educators, employers, and service providers should actively create inclusive workplaces by ensuring proper training, social connections, and physical integrations.

Natural supports include relationships, tools, strategies, and workplace customs that help employees maintain and advance in their jobs. They can come from coworkers, supervisors, friends, family, and community members.

Natural Supports Exist in Every Workplace
Everyone, with or without disabilities, uses natural supports at work, such as mentoring, coworker assistance, checklists, and social interactions. They help employees navigate the workplace culture.

Early Planning Promotes Natural Support
Person centered planning helps to discover existing, informal relationships among family, friends, neighbors, faith leaders, or community groups. Building and leveraging connections is critical to a support network.

INDIANA INSTITUTE ON DISABILITY AND COMMUNITY
CENTER ON COMMUNITY LIVING AND CAREERS

Natural Supports Ensure Success
Utilizing natural supports can improve job retention, integration, and overall work experiences. The use of natural supports increases job satisfaction and success at work.

For more information contact: ccic@iu.edu

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Developing Natural Supports In The Workplace A Practitioners Guide

Sabine Zange

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