

IPS Career Profile Addendum

Exploring Job Seeker Culture

Use a conversational interview process to gather information about the job seeker's culture and background. Please review tips sheet to assist you in these conversations.

1. Your cultural background and story are important to help learn who you are and how employment/education fits into your life.
 - Describe what you think about when asked about your cultural background?
 - How do you identify yourself? (race, ethnicity, color, gender, economic status)
 - What is important to you in terms of your background and culture? (i.e., race, ethnicity, color, gender, economic status, etc.)

2. What special events, sporting events or holidays do you celebrate?
 - Are there family traditions that you remember from growing up? Are there some that you still participate in?
 - What are the Non-negotiable (I would quit or not go to work) events, holidays, and celebrations that you must be at?

3. How would you like your family involved as we move forward in the process of getting and keeping a job? **Remember family is who you identify as your family or those that support you. (Examples could those you are related to or close friends, faith community, therapeutic or social groups, co-workers etc.)

4. Discuss what the work environment, supervisor and co-workers may look like to help you be successful. What are your conditions for success?
 - Are there any cultural norms that would assist you feeling comfortable at work?

5. Have you ever felt discriminated against or treated unfairly when you were looking for work or on the job? Could you tell me about that?

6. Which different languages do you speak? Which language do you prefer?

7. What are your top values that guide you in your life?
 - Values are principles or standards of behavior; one's judgment of what is important in life.