

## THE VALUE OF WORK

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Work plays a major role in the lives of most people. Work is one important way we define ourselves. It brings a sense of accomplishment, achievement, recognition, independence, and meaning to our lives. This is also true for individuals with brain injury. As an employer, your willingness to adjust and accommodate someone with special needs will create a more positive environment. This may serve to provide a more efficient and productive work experience for everyone.



## FOR MORE INFORMATION

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### **Delaware Division of Vocational Rehabilitation**

4425 North Market Street  
P.O. Box 9969  
Wilmington, DE 19809-0969  
(302) 761-8275  
<http://www.delawareworks.com/dvr>

### **Division of Services for the Aging and Adults with Physical Disabilities**

New Castle, Newark, and Milford  
Call the Main Office at (800) 223-9074  
<http://www.dhss.delaware.gov/dhss/dsaapd/>

### **Client Assistance Program (CAP)**

Administered by United Cerebral Palsy of Delaware, Inc.  
Kent & Sussex Counties  
254 East Camden-Wyoming Avenue  
Camden, DE 19934  
Call the Main Office at (800) 640-9336

## CONTACT US

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### **Brain Injury Association of Delaware**

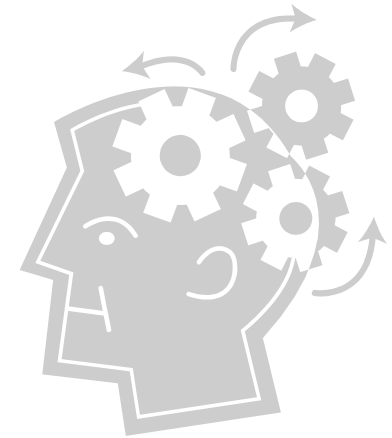
Phone: (800) 411-0505  
Fax: (888) 258-3694  
E-mail: [biadresourcecenter@cavtel.net](mailto:biadresourcecenter@cavtel.net)  
Web site: [www.biausa.org/Delaware/bia.htm](http://www.biausa.org/Delaware/bia.htm)



Brain Injury Association of Delaware

## RETURNING TO WORK AFTER A BRAIN INJURY

### A GUIDE FOR EMPLOYERS



TEL: (800) 411-0505



## WHAT IS BRAIN INJURY?

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**Traumatic Brain Injury (TBI) can result from a blow or jolt to the head, and can disrupt the functions of the brain.**

**Acquired Brain Injury (ABI) is a condition that can be a result of a heart attack, aneurism, chemical or drug reactions, infections, or lack of oxygen.**

### *Returning to Work*

Brain Injury is a life-altering event that affects virtually every aspect of a person's life—including work. Returning to work is a goal that drives most survivors of brain injury through the long and difficult rehabilitation process. The effort that you put forth, as an employer, can make a tremendous difference to an employee with brain injury.

### *Changes in Behavior*

Often, persons with brain injury experience changes in behavior, emotions, thinking, and communication.

**KEEP AN OPEN LINE OF COMMUNICATION WITH YOUR EMPLOYEE.**

### *How can an employer help?*

When working with a person with brain injury, it is important to emphasize a partnership approach to negotiating thinking and behavioral problems. This means acting as partners in the decision-making process by:

- Preparing a plan of action
- Keeping it simple
- Use a problem-solving format
- Maintain open communication

### *Additional Supports for the Employer and Employee*

Most employers will help people with disabilities once they understand that with appropriate accommodations, the person with a brain injury can be a very reliable and productive employee. A number of professionals can assist the person with a brain injury in educating the employer and co-workers about a person's specific needs and strengths, as well as recommend accommodations and compensation techniques. These professionals include:

- Vocational Rehabilitation Counselor
- DSAAPD Support Coordinator
- Rehabilitation Therapist
- Neuropsychologist
- Supported Employment Job Coach

### *Accommodations*

“Reasonable accommodations” are changes or adjustments to a job or work environment that permits a qualified applicant or employee with a disability to participate in the job application process, to perform the essential functions of a job, and to enjoy equal benefits and privileges of employment.

Examples might include:

- Modified work schedule
- Job restructuring
- Reassignment to an open position that better suits the need of the individual
- Modifying examinations, training materials, or policies
- More frequent breaks
- Reduced distractions
- Written instructions and checklists
- Dividing complex tasks into smaller steps
- Providing a paper or electronic organizer