

Pre-Contemplative

**"I'm never going back to work, the stress made me sick."
"I'm not going to find work after being fired and not working for over a year."**

- Discuss benefits of employment/ structured activity
- Provide information regarding being on ODSP /OW and working
- Connect goals, dissatisfactions, and reported problems to the potential benefits of work
- Provide information/education on the recovery model, and how it is possible to obtain competitive work even after experiencing employment gaps

Contemplative

"I'm thinking about going back to work. Maybe cabinet making. Maybe TTC driver. Maybe I should just look at a cashier job. . . "

- Decisional balance worksheets, explore pros/cons of work
- Develop SMART goals and separate short and long term goals
- Focus on self-awareness/readiness, personal skills, values, past work experience, strengths/abilities
- Career exploration

Preparation

"I'm ready to start looking for work."

- Resume development
- Education exploration
- Refer to an employment support agency, job development program, etc.

Action

"I sent my resume to a few different places . . ."

- Interview preparation/ role play
- Job search strategies and organizational strategies
- Networking
- Discussing potential accommodations
- Disclosure discussion

Maintenance

"I've got a job but I'm starting to get really stressed about it and started gambling again. Maybe I should just quit."

- Accommodations support and employer liaison
- Problem solving support
- Develop a wellness plan and stress management strategies
- Disclosure discussion
- Symptom management

Relapse

**"They cut back my hours at work."
"I'm looking for a new job now."**

- Maintain hope, reflect progress
- Employer liaison
- Wellness plan
- Disclosure discussion
- Symptom management