

What to expect as an employee of Laura Baker Services Association
All applicants will be required to acknowledge reading this document if interviewed.

You can expect and will be expected:

- √ to focus on a person's abilities and not their disability
- √ to keep yourself in the best physical and mental health possible
- √ to have a "can do" attitude
- √ to feel stressed
- √ to be fulfilled by your work
- √ to have fun
- √ to provide positive feedback when people do well
- √ to help people become good citizens
- √ to have good observation skills
- √ to make quick decisions in crisis situations
- √ to feel like your work makes a difference
- √ to help feed people and assist with meals
- √ to cook, follow recipes and a menu
- √ assist with personal cares (bathing and toileting accidents)
- √ to assist clients with making daily choices and larger decisions based on their abilities
- √ to work **evenings, weekends, and holidays**
- √ to work split shifts
- √ to take clients on community trips, shopping, church (even if it is not your belief)
- √ to be called, on your time off, and asked if you can come in to over vacancies
- √ in emergency situations, you may have to stay beyond the end of your scheduled shift
- √ to pass medications and do medical treatments as ordered
- √ to be prepared to perform CPR or 1st Aid
- √ to be an active listener when problems arise
- √ to do physical holds and manage behaviors
- √ to drive safely and follow all the rules of the road
- √ to see people succeed, and fail
- √ that you will also succeed and fail (we appreciate reasonable risk takers)
- √ to manage some consumer and company finances/to exhibit trustworthiness and fiscal responsibility
- √ to be treated with dignity and respect and do the same for others
- √ to exercise with the clients
- √ to be hit or kicked
- √ to be called names
- √ to assist the clients to keep their home and vehicle clean to expected standards
- √ to assist the clients to do their laundry (some soiled)
- √ to work with people you don't get along with or that don't see things the way you do, believe what you believe or do things the way you would do them
- √ to assist with medical appointments
- √ to possibly be embarrassed by a client's behaviors in community environments
- √ to maybe help prepare foods that are contrary to your religion or preferences

We expect you to:

- √ have good work performance
- √ have excellent attendance
- √ be punctual
- √ be flexible
- √ recognize that your workplace is the client's home and treat it as such

- √ be compassionate, caring and supportive
- √ have patience and self control
- √ be a good communicator, interacting professional with co-workers, families and other service providers
- √ be able to multi-task and prioritize
- √ be able to problem solve
- √ be self motivated and able to take initiative
- √ ask lots of questions and offer your opinion
- √ have a strong work ethic
- √ be a good team player, work together, and not talk behind other's backs
- √ be able to follow instructions and carry out assignments
- √ have good reading and writing skills and be able to record data
- √ follow and implement clients programs
- √ be well groomed and a role model in dress, hygiene, appearance and speech
- √ be drug and alcohol free at work and prior to your scheduled shifts
- √ participate in regular training throughout the year and attend household meetings
- √ to be an enthusiastic learner