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Department of Education, Employment
and Workplace Relations



CDS

Centre for
Disability
Studies

Disability Employment News

Where all we want is start small **BUT DREAM BIG**

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**SOMETHING FROM POSITIVE PSYCHOLOGY
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Positive Judgmentalism

By Yukun Zhao

March 28, 2011

By Yukun Zhao -

An appreciative view

The word *judgmental* has a bad name. Even though the original meaning of this word

was neutral because judgments can be both negative and positive, judgmental is almost onesidedly used for negative judgments today. That's why the most popular definition of judgmental in the urban dictionary is simply, in its usual sarcastic style, "A way of making oneself feel better, by hurting others. Usually caused by closed mindedness, and a lack of manners."

Positive-Negativity Asymmetry

Almost no one is immune from being negatively judgmental. We seem to be more ready to judge others based on negative information than on positive information. This is called the *positive-negative asymmetry effect*. Guido Peeters and Janusz Czapinski reviewed accumulating research about this phenomenon and concluded that "evaluatively negative information is weighted more heavily than evaluatively positive information in the formation of overall evaluations." For example, in research by Anderson, when a person was described with both a favorable trait and an unfavorable trait, test participants would rate the person as slightly unfavorable rather than neutral.

Focus on negatives?

Judgmentalism is so prevalent that Jesus already warned us two thousand years ago, "Judge not, that ye be not judged. For with what judgment ye judge, ye shall be judged; and with what measure ye mete, it shall be measured to you again." We all know how detrimental this annoying habit — or, to be fair, instinct — can be in our lives. We unduly distrust each others' words, decry each others' efforts, and dismiss each others' characters. When our opinions come to the ears of the person we unfairly judged, being called judgmental will be the least serious consequence.

Intentional Appreciation

Powerful and instinctual as it is, negative judgmentalism is not inevitable. In essence it is a form of the negativity bias, the natural tendency of humans to give negative stimuli more weight than good ones, as described by Baumeister and colleagues. As I mentioned in my last article in PositivePsychologyNews.com, [Appreciative Reading](#), we can battle the negativity bias successfully. As David Cooperrider and colleagues do with Appreciative Inquiry, we can consciously give more attention to the positive side of other people when we judge them. I call this *Positive Judgmentalism*.

Appreciating others' strengths

How can positive judgmentalism contribute to our well-being? Martin Seligman argues in his book, *Flourish* coming out on April 5 that well-being has five elements: Positive emotion, Engagement, Relationships, Meaning, and Achievement (PERMA). Positive judgmentalism can help in four of them:

- **Positive emotion:** We have more positive emotions when we focus on the good sides of people. Barbara Fredrickson, the leading researcher on positive

emotions, listed ten forms of positive emotions. Inspiration, Love, Gratitude, and Hope can be directly induced by positive judgmentalism. The others may not seem as directly related, but they can also be assisted. For example, you can feel more Serenity when you realize people around you are better than you thought. You can have more Joy when you interact with people in whom you find more favorable traits. You can even experience more Awe when you become more aware of the strengths of others.

Achievement Together

- **Relationships:** This is the element that most fits positive judgmentalism. There's no better way improving interpersonal relationships than paying attention to other people's strengths. As Dale Carnegie best summarized, "You can make more friends in two weeks by showing interest in others than you can in two years trying to get others interested in you." Other people will be attracted to you naturally. Furthermore, when you acknowledge other people's strengths, the positive judgmentalism is bi-directional. Just as Jesus said, "For with what judgment ye judge, ye shall be judged." When you judge others positively, it often happens that you will be judged positively too.
- **Achievement:** With more positive emotions and better interpersonal relationships, you are set for success. Positive judgmentalism doesn't mean ignoring other people's shortcomings. Instead, we pay more attention to their strengths to cancel the distorted perception brought by negativity bias, so that we can have a more accurate evaluation. With a better understanding of the people around you, achievement is more likely.
- **Meaning** according to Seligman, is the feeling of "belonging to and serving something that you believe is bigger than the self." We are more likely to search for the sense of belongings and serve a higher purpose in life if we take an appreciative view toward the world.

Indeed, appreciating others can make us happier, have more friends, achieve more, and possibly find the meaning of lives. That's the power of positive judgmentalism.

This article first appeared on [Positive Psychology News](#). To see the original article, [click here](#). To comment on this article, [click here](#).

[Business News](#)

A Fresh Approach to Disability Employment

People with a disability are Consumers First. When Businesses see this they will also realise that in order to fully understand the consumer trends of People with a disability they will also be required to show that they are embracing the community by hiring people who have a disability.

For further details see the article below from the BBC Internet site OUCH!

In the first of two articles, New York based disabled businessman and former Wall

Street trader, Rich Donovan, considers what circumstances would lead to companies embracing disabled people as employees by first seeing their potential as customers.

Engineers are honest. They have to be, or bridges fail and people die. They have the ability to look at something, find a major flaw and fix it so that the 'thing' works the way it was demanded.

The first step to fixing a problem is to fully define it. The engineering community calls this 'declaring a breakdown'. Let's apply this idea to disability: the economic lives of disabled people are nowhere near what they could be. The promise to create job opportunities using laws and diversity programs has proven false. It's for this reason I am declaring a breakdown.

[FULL Article](#)

Engaging your Employees

In the field of business we all have our strengths individually. But Engaging your employees in the fast paced world of the modern business is essential and also as the article below indicates it also drives company profits.

Could your business gain with an improvement in Employee Engagement.

See the Article below for further information on this can be done.

Employee Engagement as a Core Strategy

The world's top-performing organizations understand that employee engagement is a force that drives business outcomes. Research shows that engaged employees are more productive employees. They are more profitable, more customer-focused, safer, and more likely to withstand temptations to leave the organization. In the best organizations, employee engagement transcends a human resources initiative — it is the way they do business.

Employee engagement is a strategic approach supported by tactics for driving improvement and organizational change. The best performing companies know that developing an employee engagement strategy and linking it to the achievement of corporate goals will help them win in the marketplace.

[See full Article here](#)

Purpose-driven culture is Lacking in many companies

It has been shown that building purpose into your employees creates a greater sense of engagement.

Do you know of any direct ways that you can add to the Purpose of your employees??

Why would you want to develop a purpose for your employee's.

An influential voice in the corporate human-resources field in the United States suggested in Bangkok last week that companies should be "turning down the downturn" by creating "abundant organisations" where employees find meaning in their work.

Dave Ulrich, University of Michigan professor and author of many respected books on human resources and leadership, told the Asia-Pacific HR Congress 2010 that some companies had found that in the grips of the recession they had taken the meaning and purpose out of the work of their employees.

[See Article here](#)

Interested in having giving somebody a fair go?

Would you be interested in having a NDCO come out to your workplace to test the workability of your workplace for people from a broad range of backgrounds.

As the NDCO for the Inner Sydney Eastern Suburbs St George Sutherland area I would be able to attend your workplace and cast a fresh set of eyes over your workplace to see if there are potential opportunities for your business to expand and diversify its workforce.

I have Bachelor Degree in Education, approx 20 years experience within the Disability and Greater Human Services Industry. I have worked particularly within the area of Employment and recruitment of people with a disability for the last 8 years where I have been able to assist many businesses to successfully implement a strategy of working with a person who has a disability.

I may be able to assist in some of the following:

- the benefits of building a diverse workforce
- living and working with disability
- emerging technology
- disclosure of disability in the workplace
- implementing reasonable adjustments
- information accessibility..... and more!

As well as I have a great range of contacts that could assist you in the event that I would be unable. Including an Organisation called Australian Network on Disability (AND)

<http://www.and.org.au/>

NOT because it is charitable but because it is simply good business.

If interested contact:

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Featured Business of the Month!!!!



Thinkology® is a training company dedicated to creating extraordinary performance in all people through the application of the latest research in neuroscience. Our training programs extend across the corporate, school and tertiary education institutions.

Scientists have learnt more about the brain in the last 5 years than they have in the last 5,000 years. This research has led to startling insights about the brain that allow each of us to harness its amazing abilities. Finally we are all in a position to switch on our brains and achieve spectacular results. No one is excluded from the opportunity to excel unless their brain has been physically injured or damaged.

Thinkology® aim is to educate leaders, teachers, counsellors, co-ordinators, parent's, anyone who is in a position to influence the lives of others. In the corporate and business world it is extremely effective in the area of sales.

Results in the school system have seen dramatic increases in student academic performance and high reductions in negative and disruptive behaviours including aggressiveness and violence. These results have extended to students who have been classified as having an IQ ranging from 50-75. They have outperformed mainstream students, taken up leadership roles of school captain and prefect as well as competing in district debating championships.

Here's what Loraine Gentleman Principal at Braddock Primary School had to say about the program. "The staff in this program changed the way they thought which changed the way they taught. As a direct result of Thinkology® and its implementation students self – esteem, academic performance and engagement is really taking off. It has also led to significant decreases in student suspensions as well as students being sent from the classroom and absenteeism. We just love it" In higher education students who would normally struggle to complete a task in 3 hours, successfully completed it in 15 minutes.

In the corporate world sales and referrals have increased by up to 300%. All of these results have been achieved by empowering people with the knowledge of understanding how their brains work and then applying simple and effective techniques to harness its power.

Information about our programs can be found at our website www.thinkology.com.au. You can also book a free 1 hour overview presentation to a group within your organisation, school or institution by contacting Jule Fuller on 0425 242 698.

FAMOUS POPLE who have/ had a disability

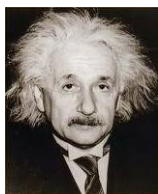
People with Asperger's Syndrome are often described, as having social skills deficits, reluctance to listen, difficulty understanding social give and take, and other core characteristics, is typically quite misunderstood and/or misdiagnosed in our country today.

First recognized by Hans Asperger in 1944, who recognized that the patterns of behaviors and characteristics were often noticed in the parents as well, most noticeably in the fathers, and he very perceptively noted,

"that the condition was probably due to genetic or neurological, rather than psychological or environmental factors," (Attwood, 2006, p. 2).

Autism impacts normal development of the brain in the areas of social interaction and communication skills. The disorder makes it hard to communicate with others and relate to the social world. In some cases, aggressive and/or self-injurious behavior may be present (Autism Society of Delaware, 2005); however, internal behaviors such as withdrawal, depression, anxiety, eating disorders, and social isolation may be just as prevalent (Fattig, 2007). *"Persons with autism may exhibit repeated body movements (hand flapping, rocking), unusual responses to people or attachments to objects and resistance to changes in routines. Individuals may also experience sensitivities in the five senses of sight, hearing, touch, smell and taste,"* (Autism Society of Delaware, 2005)

Read more: http://www.disabled-world.com/artman/publish/article_2086.shtml#ixzz1K2IOPEIT



Albert Einstein provided the theory of relativity and was awarded the Nobel Prize in Physics for the work he did with photoelectric effect. Characteristics, which may indicate that Einstein was a fellow Aspie: Einstein could not speak fluently at the age of nine (Botham, 2006, p. 16), language delays are common in children with high functioning autism. His parents suspected that he might actually be mentally retarded (Botham, 2006, p. 16).

Often, children with Autism are labeled Mentally Retarded or Behaviorally Disordered. At the ceremony of induction as an American, Einstein attended without socks (Botham, 2006, p. 16). Children and adults with autism and Asperger's Syndrome often have peculiar habits, extreme sensitivity to textures (Attwood, 2006, p. 3), and are often rated "high" on scales measuring atypicality, demonstrating odd behaviors, and seemingly lost in their own little world (Fattig, 2007). Frequently,

children with Asperger's struggle with finding socks that "feel right" or with a line at the toe that doesn't bother them.

[Calls for Expressions of Interest and Input](#)

If there is anything that you would particularly like to see in the Newsletter please feel free to contact Shane Smith at Shanesmith@med.usyd.edu.au

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