



Australian Government

Department of Education, Employment  
and Workplace Relations



CDS

Centre for  
Disability  
Studies

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

## Disability Employment News

For previous issues goto:

<http://bit.ly/NDCODisnews>

Hello and welcome new and old recipients of this newsletter alike. Please be advised that not all of the information in this newsletter will be important to you but feel free to email [shanesmith@med.usyd.edu.au](mailto:shanesmith@med.usyd.edu.au) if you wish some particular information related to employment, disability, support strategies, business specific information or something specific to be added.

Please distribute the Newsletter to those that you think would be interested in it.

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## SOMETHING FROM POSITIVE PSYCHOLOGY RESOURCES

- [A WORD FROM DR HAPPY](#)
- [A WORD FROM KEN WARREN](#)
- [POSITIVE PSYCHOLOGY NEWS DAILY](#)

This Month I am using a story that is written by Dr Russ Harris who wrote the book The Happiness Trap.

This book is based on Acceptance and Commitment Theory/ Therapy (ACT) Which has a similar idea to that of positive psychology but does have a higher reliance on being Mindful and present in each moment of life.

If You seek further information please goto: <http://bit.ly/happinesstrap>

## ***10 Steps For Any Dilemma***

We've all, at times, had to grapple with a difficult dilemma. 'Do I stay in this relationship - or leave?', 'Do I quit this job - or do I stay?', 'Do I enrol in that course - or the other one?', 'Do I have the operation - or not?', 'Do we try to have children - or not?', 'Do I buy this one - or the other one?', 'Do I want to live here - or there?'

When we're in these situations, our mind easily goes into overdrive, desperately trying to figure out what to do; to 'make the right decision'. The problem is, it can take days, weeks, months - or even years in some cases, such as unhappy marriages or unfulfilling jobs - before we finally choose one option over the other. And, in the meantime, we can easily spend our days wandering around in a thick psychological smog - endlessly pondering 'Do I or don't I?' - and, in the process, we make ourselves anxious or stressed, and we miss out on life, here and now.

So, how can ACT help us?

### **Step 1: Acceptance**

When my clients present their dilemmas, I start off by telling them, 'You probably will not make your final decision during our session today. It could happen - but it's extremely unlikely.' And if you are facing a major dilemma in your life today, this is almost certainly true for you; you are not likely to resolve it in the next 24 hours. Can you make room for this reality? Struggling with it will only make it worse.

### **Step 2: Costs & Benefits**

Sometimes a dilemma can be resolved by the ages-old common-sense method of a 'cost-benefit analysis'. In other words, write down a list of all the benefits and all the costs for each option. If you've already done this and it hasn't helped, fair enough - at least you tried. But if you haven't done this - or if you've done it half-heartedly - or you've done it in your head but not on paper - then you should definitely give it a go. When you write it all down in black and white, that is a very different experience than thinking it through inside your head or talking it through with a friend - and it may help you finalise your decision. However, the inconvenient truth is this: the greater the dilemma, the less likely this method is to be helpful. (Why? Because if one option was obviously far better than the other, then you wouldn't have a dilemma in the first place!)

### **Step 3: No Perfect Solution**

Next, recognise there is no perfect solution. (If there were, you wouldn't have had a dilemma in the first place). So whichever choice you make, you are likely to feel anxious about it - and your mind is likely to tell you, 'That's the wrong decision', then point out all the reasons why you shouldn't do it. If you're waiting until the day there's no feelings of anxiety, and no thoughts about making the wrong decision, you'll probably be waiting

forever.

#### **Step 4: There's No Way Not To Choose**

Recognise that whatever your dilemma is, you're already making a choice. Each day you don't quit your job, you are choosing to stay. (Until the day you hand in your resignation, you are staying in that job.) Each day that you don't leave your marriage, you are choosing to stay. (Until the day you pack your bags and move out of the house, you are staying in that marriage.) Each day that you don't sign the consent form for the operation, you are choosing not to have surgery.

#### **Step 5: Acknowledge Today's Choice**

Following on from the above, kick off each day by acknowledging the choice you are making for this day. For example, say to yourself, 'Okay, for the next 24 hours, I choose to stay in the marriage' or 'For the next 24 hours, I choose to keep using contraceptives.'

#### **Step 6: Take A Stand**

Given your choice in step 5 above, what do you want to stand for in the next 24 hours? What values do you want to live by, in this area of life? If you're staying in the marriage for another day, what sort of partner do you want to be for that one day? If you're staying in your job for another day, what sort of employee do you want to be for that one day?

#### **Step 7: Make Time To Reflect**

Put aside time on a regular basis to mindfully reflect on the situation. The best way to do this is as in step 2: using a diary or a computer, write down the costs and benefits of each option, and see if anything has changed since last time you did this. You could also try to imagine what life might be like – both the positives and the negatives – a) if you went down one path, and b) if you went down the other path. For most people, ten to fifteen minutes 3 or 4 times a week is more than enough reflection time – but you can put aside as little or as much as you like. The key thing is, make it focused; in other words, don't try to do it at the same time as watching TV or doing housework or driving home or going to the gym or cooking dinner; just sit quietly with your pen and paper or a computer, and do nothing else but reflect, as above, for the allotted time.

#### **Step 8: Name The Story**

Throughout the day, your mind will try to pull you back into the dilemma, over and over again. But if this was truly helpful, you'd already have resolved your dilemma, wouldn't you? So practice 'naming the story'. For example, try saying to yourself, 'Aha! Here it is again. The "stay or leave" story. Thanks mind.' Then focus your attention on doing some meaningful, values-guided activity. You will probably find it helpful to remind yourself, 'I'll think about this later, in my scheduled reflection time'.

### **Step 9: Expand**

Feelings of anxiety will almost certainly arise - again and again and again – whichever option you choose. So practice expansion. Breathe into those feelings. Open up and make room for them. Acknowledge to yourself, 'Here's anxiety.' Remind yourself, 'This is normal. It's what everybody feels in a challenging situation with an uncertain outcome.'

### **Step 10: Self-compassion**

Last, but not least, be compassionate to yourself. Treat yourself gently. Talk to yourself kindly. Unhook yourself from all that unhelpful, self-judgmental mind-chatter, using whatever defusion techniques you find best – e.g. thanking your mind, naming the story, silly voices. Remind yourself that you're a fallible human being, not some high-tech computer that can coldly analyse the probabilities and spit out an answer. Remind yourself that this is a very difficult decision - if it were easy, you wouldn't have a dilemma in the first place! Acknowledge that you're in pain, you're hurting. And do plenty of kind, caring, nurturing, considerate things for yourself; things that sooth or nurture or support you in this time of hardship. This could include anything from spending quality time with close friends, taking care of your body, treating yourself to a favourite leisure activity, making time for yourself to pursue a sport or creative outlet, or even cooking a healthy dinner. It's often helpful to practice some form of self-compassion meditation.

## **INTERESTED IN 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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### **BUSINESS NEWS**

- [THE Reserve Bank of Australia contemplated raising interest rates today, but held off because of political and economic uncertainty in Australia and across the world.](#)

In a statement accompanying the decision to hold the cash rate at 4.75 per cent for August, RBA Governor Glenn Stevens said the board had started to worry about the growing rate of inflation.

While the statement said it would now be appropriate for interest rates to "exert a degree of restraint" to combat inflation, the US and European debt crises were cited as reasons for the decision to hold.

"At today's meeting, the board considered whether the recent (inflation) information warranted further policy tightening," Mr Stevens said.

"On balance the board judged that it was prudent to maintain the current setting of monetary policy, particularly in view of the acute sense of uncertainty in global financial markets over recent weeks.

Further interest Please goto: <http://bit.ly/nZ1gjn>



RESERVE BANK OF AUSTRALIA

### ***The Australian Economy in the 2000s***

- [The Australian labour market in the 2000s: The quiet decade](#)

The 2000s were a 'quiet decade' for the Australian labour market. Outcomes in the labour market were not sufficiently strong to excite great interest or attention, nor

sufficiently weak to arouse major concern. No substantial increase in unemployment occurred, there were no big disputes about the appropriate theory for understanding labour market activity, and changes to labour market policy for the most part involved tinkering rather than rebuilding.

In all these ways the 2000s were very different to the decades that came before (see for example, Gregory and Duncan, 1979; Chapman, 1990; and Dawkins, 2000). Certainly the labour market received less attention from policy-makers in the 2000s. There was no Reserve Bank conference on unemployment (Debelle and Borland, 1998); no Industry Commission review of the Australian labour market (Industry Commission, 1997); and no EPAC survey of literature on the labour market (Norris and Wooden, 1996). At the same time the growing availability of unit-record data (most notably HILDA; the FAHCSIA administrative data set on income support payment recipients; and ABS data) meant that academic research became (quite sensibly) more oriented towards micro-level topics.

Further interest Please goto: <http://bit.ly/2000slabourmarketreport>

## **FAMOUS PEOPLE who have/ had a disability**

- [Mood Disorders](#)

### **What are Mood Disorders?**

A mood disorder is a condition whereby the prevailing emotional mood is distorted or inappropriate to the circumstances.

The two major types of mood disorders are [depression](#) or unipolar depression and [bipolar disorder](#).

Bipolar I Disorder is a mood disorder that is characterized by at least one Manic or Mixed episode. There may be episodes of Hypomania or Major Depression as well. It is a sub-diagnosis of bipolar disorder, and conforms to the classic concept of manic-depressive illness.

Bipolar II Disorder is a bipolar spectrum disorder that is characterized by at least one hypomanic episode and at least one major depressive episode. It is believed to be underdiagnosed because hypomanic behavior often presents as high-functioning.

Borderline personality disorder (BPD) is defined as a personality disorder primarily characterized by emotional dysregulation, extreme "black and white" thinking, or "splitting", and chaotic relationships. The general profile of the disorder also typically includes a pervasive instability in mood, interpersonal relationships, self-image, identity, and behavior.

Read more: <http://www.disabled-world.com/artman/publish/mooddisorders-famous.shtml#ixzz1VMUbiTWR>



**Richard Dreyfuss** - Richard Stephen Dreyfuss (born October 29, 1947) is an Academy Award-winning American actor. Dreyfuss played his first lead role in the Canadian film *The Apprenticeship of Duddy Kravitz*. He went on to star in box office hits *Jaws* and *Close Encounters of the Third Kind*, both directed by Steven Spielberg. Around 1978, Dreyfuss began to use cocaine frequently; his addiction came to a head four years later, when he was arrested for possession of the drug at the scene of a collision. He suffers from bipolar disorder. In 2006, he appeared in Stephen Fry's documentary, *Stephen Fry: The Secret Life of the Manic Depressive*, in which Fry (who also has the disorder) interviewed him about his life with manic-depression.

Read more: <http://www.disabled-world.com/artman/publish/mooddisorders-famous.shtml#ixzz1VMUbiTWR>

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<http://ndco.cds.org.au/index.php/disability-employment-news-region-1>

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