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Studies

Disability Employment News August 2010

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 if you wish some particular information related to employment, disability, support strategies, business specific information or something specific to be added.

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SOMETHING FROM POSITIVE PSYCHOLOGY RESOURCES

[A WORD FROM DR HAPPY](#)

[A WORD FROM KEN WARREN](#)

[POSITIVE PSYCHOLOGY NEWS DAILY](#)

[How to Summit Life's Everyday Mountains](#)

Posted: 24 Aug 2010 06:00 AM PDT

“The man who moves a mountain begins by carrying away small stones.” ~**Confucius**

Editor's note: This is a guest post from Scott Dinsmore of [ReadingForYourSuccess](#).

How can a mountain better prepare us for life? At over 14,000 feet, there's more to learn than I would have thought.

Last week I sat on top of Mt. Shasta, a 14,179 foot mountain in Northern California. It was my first real summit and I was proud. Getting there took me through two days of snow, ice and below-freezing camping conditions, using crampons, an ice axe, and more layers than I

thought I owned.

As I climbed, and especially on my way down, I began to realize the lessons required to reach the top and make it back down safely. As it turns out, the most important rules are just as relevant in the snow as they are in conquering our everyday challenges.

When was the last time you reached a mountain summit, whether outdoors or in life?

We face our own mountains everyday. Some small. Some big. There's always a summit we want to reach. Maybe it's running those few miles before work, making that intimidating sales call, or running your business. Goals, no matter the size, require a strategy for success.

A cold tall mountain reinforced an approach that can convert life's everyday challenges into gratifying accomplishments.

A Guide to Reaching Life's Summits:

Pack light. I wish I took this more seriously. Every unnecessary piece of gear complicates things and detracts from the experience. Aside from the bare necessities, things do not make life better. They often cause more stress and keep you from what's most important. The lighter your pack the better. Life is too short to be burdened with excessive possessions, emotional baggage or regrets. Positive thoughts, relationships and experiences weigh nothing at all. Pile them on and leave the rest behind. They'll lift you to the top.

Take one step at a time. Any major accomplishment can be broken down into a series of single steps. My pattern for the mountain was 15 steps up, 15 breaths of rest. I did that for 7 hours. If I would have only focused on the very top, frustration would have overcome me. If your summit is too intimidating, break it into smaller steps. Focus on those one by one. Eventually one step will be the one that puts you on top.

Don't go at it alone. When climbing, a partner is a must. For safety, support, camaraderie, motivation and simply to share the journey. You'd be silly (and putting yourself in great danger) to go up alone. Life is meant to be experienced with others. It makes the valleys shallower and the peaks higher. Relationships magnify experiences and help you do things that prove impossible alone. Don't leave home without your support team.

Listen to the experts. Halfway up, a passing guide told us if we couldn't get to the top by 12:30 at the latest, then to turn back. Chances of late day thunderstorms were too great. As amateurs we would have had no idea. While we all ought to experience our own paths, it's foolish not to learn from and observe the guidance of experts. Choose your life models

wisely and keep them close by on your journey.

Slow down. As Yvon Chouinard of Patagonia says, “It’s about how you got there. Not what you’ve accomplished.” Despite what colleagues and competitors may tell you, there is no rush. Rushing on the mountain risks slipping, not acclimating to thinning air, exhaustion and possibly death. In life the biggest risk is that you miss the wonders of everyday experiences in your pursuit to the top. The top is secondary to the process.

Look back and take in the view. There’s never any guarantee that you’ll get to the top, but you always have the ability to stop, take in a deep breath, smile and enjoy the view—whether it’s miles of wilderness or two feet of fog. It’s all wonderful. Every moment of life is a new view to appreciate.

Save some energy for the trip down. We thought the summit was “just over that peak” half a dozen times before it actually was. Conserve energy. Things will inevitably take longer than expected. Don’t be discouraged. Budget your capital, energy and drive appropriately. Rarely is anything in life an all out sprint. Treat it like a marathon. You may need your reserves when you least expect it.

Getting to the top is optional. Getting down is mandatory. These are Ed Viesturs’ famous words; the first U.S. man to summit all 14 peaks above 8,000 meters with no bottled oxygen. The summit will be there tomorrow and likely so will yours. If more planning, a stronger team or more support is required, then save the summit for a time when the payout is safer and more probable. If you are outmatched, know when to turn back, only to return stronger and more savvy tomorrow. Stay objective and don’t let short-term excitement get in the way of long-term fulfillment.

Failure is a part of the process. If we would have started our climb the week before, conditions would have been too grave to make it. Be ok with not reaching the summit every time. Falling short is inevitable. You will never learn more than from your failures...at anything. Embrace them.

A daunting summit is nothing more than a challenge. A challenge is simply an opportunity in disguise. You won’t summit every one you come across, but you will become a better person with each attempt.

There will always be another mountain. You are not meant to conquer them all. Past summits are simply preparing you for the next. With the right strategy, you’ll put the top within reach. When your summit arrives, you will be ready.

“It is not the mountains we conquer but ourselves.” ~**Sir Edmund Hillary**

Read more inspiring articles from Scott Dinsmore at [Reading For Your Success](#) where he is committed to discovering your own path to personal and career success, on your terms, through “action-based reading.” [Subscribe](#)

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[Business News](#)

Source

<http://www.nswbusinesschamber.com.au/>

NSW Business Conditions Survey: Confidence softening as expectations fall

13 August 2010

NSW businesses are feeling less confident about business conditions according to the latest [NSW Business Chamber and Commonwealth Bank NSW Business Conditions Survey](#).

“The latest **NSW Business Chamber and Commonwealth Bank Business Conditions Survey** reflects a softening of business confidence in NSW. We have experienced six interest rate increases since late 2009, the Federal Government’s economic stimulus funding is shrinking and businesses are facing a tougher economic outlook”, said Stephen Cartwright, CEO of NSW Business Chamber.

“The business confidence of late 2009 has not followed through into 2010. Business understands that the way ahead will be tough, particularly with low international growth, increases in interest rates and the end of the Federal economic stimulus.

“Business is also expecting further increases in the cost of finance, with 42% of businesses experiencing an increase in costs in the July quarter, and 30% expecting increases in the coming quarter.

“The business environment is uncertain and the recovery is fragile – the Reserve Bank must remember this and the next Government must as well.

“Whilst some of the decline in confidence can be attributed to volatile political conditions over the past eight weeks, the extent of the fall in confidence is a reminder that the recovery is still fragile.

“However, the survey did indicate some confidence around employment, with 20% of businesses expecting to increase the number of employees in the next quarter (compared to 10% who expect employee numbers to fall) and 21% expecting “hours worked” to increase in the next quarter (compared to 11% who expect them to fall).

“There appears to be some positive news for shoppers in that businesses expect sales revenue to rise and profits to fall which reflects a tightening of margins.”

According to Geoff Wearne, General Manager Corporate Financial Services New South Wales, Commonwealth Bank, the latest figures support the view that

business owners in NSW are still finding conditions tough and will continue to do so for the foreseeable future.

“Confidence amongst business owners in NSW has really taken a turn for the worse over the past quarter with almost one in three businesses finding conditions challenging. They’re struggling due to decreases in revenue and profits and increases in cost pressures such as wages,” said Mr Wearne.

The NSW Business Chamber and Commonwealth Bank NSW Business Conditions Survey found:

- 19% of businesses reported that the current performance of the NSW economy was stronger than the previous quarter. This compares with 36% who said it was weaker,
- 23% of businesses say business conditions have improved over the past quarter and 29% of businesses expect business conditions to improve in the coming quarter,
- 30% of businesses report increased sales this quarter. 39% of businesses expect sales revenue to increase in the coming quarter and 23% expect sales revenue to decrease in the coming quarter,
- 38% of businesses report a deterioration in profitability (compared to 23% who report an improvement) and 27% expect a deterioration in profitability in the coming quarter (compared to 32% who expect an improvement), and
- 23% of businesses report a tightening of access to finance and 17% expect a further tightening of finance in the coming quarter.

[View the survey report](#) [PDF]

[Featured Business/s of the Month!!!!](#)

Freight Forwarding

Paul Sheldon is the Freight Forwarding Manager for International Cargo Solutions Sydney office located in Mascot.

The Sydney office of ICS was established in 1980 by Gary Wright, Managing Director of ICS Sydney. It was established to offer customs clearance and transport to Australian businesses who wanted superior customer service and attention to detail in all aspects of imports. Sydney office has grown since 1980 from a staff of 2 to 24 and offers services to Australian businesses moving cargo into and out of Australia and also between overseas countries.

ICS has offices in Brisbane, Melbourne, Perth and Sydney employing around 80 staff. They are members of several international networks and have partners in all major ports around the globe.

ICS Sydney encourages it’s staff to take part in TAFE courses for the industry and self improvement courses. Recently, 9 staff completed a 12 month customer service certificate course. All staff are treated to a cake and a rousing rendition of “Happy Birthday” to celebrate their special day. ICS provides special lunches for

Easter, Christmas and Melbourne Cup day as well as providing refreshments for staff on Friday afternoons. This all helps to create a relaxed and friendly atmosphere in this hectic industry.

Most staff have been with ICS for over 5 years and some for over 20 years.

ICS has many regular clients and has also been involved in several interesting projects:

Animals for Dubbo and Taronga zoo

Construction barge for assisting with the de-salination pipelines from Botany Bay

Exporting stadium seating to World Cup in South Africa

just to name a few.



JOBS!!!!

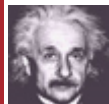
Would you like assistance or a person to come out and view your business for potential opportunities to add a staff member, how by working with a Disability Employment provider you may be able to increase productivity, look at the job creation or simply fill that job that you have available

If so contact:

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FAMOUS POPE who have/ had a disability

Autism/ Aspergers- Spectrum disorders



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).

Read more: http://www.disabled-world.com/artman/publish/article_2086.shtml#ixzz0xfjZnbp

Characteristics

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 which can include, 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).

Read more: <http://www.autismspectrum.org.au>

[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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The NDCOs for Region 1 and 3 are Hosted at [the Centre for Disability Studies](#)

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