



**Australian Government**

**Department of Education, Employment  
and Workplace Relations**



**CDS**

**Centre for  
Disability  
Studies**

## **Disability Employment News**

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.

For information on subscribing/ unsubscribing, please go to the end of the newsletter.

First of all all everybody I would like to Say  
"HAPPY NEW YEAR"

And for those that enjoyed the Christmas messages last year please press the image below to see a little NEW YEARS frivolity just to see how people are going with their new years resolutions.

Remember just click the image below



**SOMETHING FROM POSITIVE PSYCHOLOGY  
RESOURCES**

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

## **Expansive Posture: When You've Got It, Flaunt It!**

**By Aren Cohen**

January 12, 2011

By Aren Cohen -

Good posture

### **If Only I Had Listened!**

At the moment, both my father and I are recovering from bad backs. This is ironic. Although neither my father nor I have perfect posture, all throughout my childhood, I remember my father coming up behind me, putting his hands on my shoulders and pulling them backwards with the admonishment, "Stand up straight!"

As a teenager, I did not heed my father's advice. In fact, when I hit puberty, I started to slouch even more in order to hide the changes of my maturing body, despite the fact that I attended a girls' school and there were no boys to poke fun at me. Actually, quite the opposite happened. My outspoken friend Cherise used to run her finger between my shoulder blades and say, "Honey, if you've got it, flaunt it!" Now, when I do core exercises at the gym and ice my back back to health I think to myself, "...if only I had listened."

The Totem Pole

### **Good Posture Matters**

However, recent research shows that good posture is important for reasons besides a healthy spine. Kellogg School of Management professor Adam Galinsky and Kellogg PhD candidate Li Huang, along with Stanford Graduate School of Business professor Deborah Gruenfeld and Stanford PhD candidate Lucia Guillory, found that our posture has a significant effect on our behavior. They found that posture, more than a person's actual rank or hierarchical role in an organization (i.e. job title), is likely to dictate how a person will think and act.

Body language is important. Good posture connotes confidence, leadership and power. What makes the findings of Galinsky and colleagues particularly interesting is that it turns out that posture is more significant than where you are in your company's food chain. When a person sits or stands with good posture it has a

significant psychological effect. Not only do others see you as more powerful when you are in an expansive (i.e. open) posture, but you yourself think, feel, and act more powerfully.

### The brilliant idea

As a result, you may be the lowest on the totem-pole in your company, but if you walk tall into your boss' office and find him crouched over his desk, it is the perfect time for you to pitch that brilliant idea of yours. First, your good posture will make you feel powerful and confident. And sure, he may be the boss, but in that moment your body language will be associated with power, and so your idea will likely be well received.

### Surprised by Results

The researchers were surprised by their findings. "Going into the research," Huang said, "we figured role would make a big difference, but shockingly the effect of posture dominated the effect of role in each and every study." While the academics might have been surprised by their results, my guess is that many lay people are not. Of course, the [press release](#) about the study reminds people that good posture is important for job interviews, but anyone who has been to a career counselor has likely received that advice before now. Surely, my father and Cherise knew intrinsically that it would be useful for me to have good posture, and my guess is they were thinking more about how the world would perceive me than about visits to the chiropractor.

### Posture and Self-Regulation

Nonetheless, the article is an important reminder for positive psychologists. We may remember that Muraven, Baumeister, and Tice (1999) found that people who used paying attention to their posture as a means of exercising their self-regulation "muscle" were able to strengthen it. Additionally, there is the importance of the psychological and physical effects of good posture. Expansive postures are good for both the body and the mind. Standing or sitting up straight benefits us in many ways. We get more air into our lungs and our brains, we engage our core muscles and we protect our lower backs. On a psychological level, good posture changes the way we think and act, causing us to feel more powerful and act with more confidence and self-assurance.

Flaunt It!

### Posture Breaks

So on a personal level, I guess I will thank my Dad and Cherise, and make it my goal to follow their guidance. Additionally, I see a pragmatic use for this information in my professional life as a learning coach. Often, when I work with my students, I see them slouch over their work. From now on, I will stop and make

them take posture breaks in order to help them experience a psychological shift.

Of course, I don't want to sound like a 19th Century school marm, but clearly there was some wisdom in the old-fashioned ways. I know that once my students straighten up, they will feel more powerful and in control of the material they are learning. Also, I will remind them that when it is time to take tests they should sit up straight so they will feel more assured and confident. However, chiding them with, "Sit up straight," won't cut it. Instead, I'm going to have to borrow Cherise's phrase, and remind them, "When you've got it, flaunt it!"

## [Business News](#)

### [Australian Chambers Business Congress June 1-3 2011](#)



Consider an event where over a thousand of Australia's business leaders, executives and owners will converge on the Gold Coast to network, address and debate the most telling issues facing business today and tomorrow.

"There has never been an annual [Business Congress](#) of this kind in Australia, and I am very proud that the

Chambers from around the country have united to produce this landmark event," says Stephen Cartwright, CEO of NSW Business Chamber.

#### **Dynamic program**

Sessions will address the megatrends that impact global business, sustainability issues facing the Australian business environment, new business models and best practice for business today.

#### **Leading international speakers**

See world renowned University Professor Michael Porter from Harvard Business School, a leading authority on company strategy and the competitiveness of nations and regions.

#### **Quality exhibition**

There will be great networking opportunities and an exhibition for businesses to showcase their services and value.

#### **Stay tuned for exciting program and speaker**

announcements!

## Featured Business of the Month!!!!



### **Embrionics - Success Coaching Services**

Through following our coaching process, it's so easy for our clients to start taking the steps required to create or grow a business, career and / or lifestyle that inspires them.

At Embrionics, a number of options are available:

**'Success & You'<sup>TM</sup> coaching system** incorporates 12 modules (over 6 months) designed to map a path for and educate the client about their environment (personal values & beliefs), defining purpose, goal setting, attitude, relationships, being 'present', responsibility, the 'real you' (what motivates and inspires the client), reviewing and celebrating how far they've come, while nurturing creativity and having fun.

**'Embrionics Tailored' coaching** allows a client to focus specifically on one or two areas that need immediate massive action in order to gain the results they are looking for. It incorporates the essential basics of the above program and allows your coach to draw on their broader knowledge and experience to develop specific strategies to 'fast track' a client's success.

**'Emotional Pattern Clearing'** allows a client to identify and 'unhook' emotional barriers that have been preventing them from achieving success in some areas of their life (1-3 sessions and usually in conjunction with one of the above coaching programs). It could be lack of self confidence, self-sabotage, being 'reactive' rather than 'responsive' or perhaps hanging onto an old belief system that no longer serves them.

### **Who would benefit?**

- Businesses looking to fully engage staff and increase productivity
- Individuals looking to improve their work / life balance
- Individuals returning to work or looking to make career or lifestyle changes

- Individuals adjusting to a major professional or personal change
- Individuals who are ready to create a more constructive belief system empowering them to achieve their goals
- Professionals looking to enhance their leadership skills, career or business prospects

## 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:

Shane Smith  
88780511  
0438368724  
shanesmith@med.usyd.edu.au

## FAMOUS POPLE who have/ had a disability

### **Famous People who had and have Schizophrenia**



**John Nash** - (born June 13, 1928) John Nash is an American mathematician working in differential geometry, game theory and partial differential equations. A hollywood movie has been made representing Nash, the movie itself name "A beautiful Mind" <http://www.abeautifulmind.com/> which was later nominated for 8 Oscars. The movie was based on his mathematical genius and his struggle with Schizophrenia. Nash would conduct scientific experiments in his room at a young age and would prefer to work alone. He was often rejected by his classmates and would most of the time laugh it off with practical jokes and intellectual superiority. He would see everyone elses daily activities as a distraction to his scientific work. Nash was awarded the John von Neumann Theory Prize for his invention of non-cooperative equilibria, now called Nash equilibria. Between 1945 and 1996 he had published a total of 23 scientific studies.

Read more: <http://www.disabled-world.com/artman/publish/famous-schizophrenia.shtml#ixzz1BX2GVIQW>

### **What is Schizophrenia?**

Schizophrenia is a psychiatric diagnosis that describes a mental illness characterized by impairments in the perception or expression of reality, most commonly manifesting as auditory hallucinations, paranoid or bizarre delusions or disorganized speech and thinking in the context of significant social or occupational dysfunction.

Studies suggest that genetics, early environment, neurobiology and psychological and social processes are important contributory factors.

A person experiencing schizophrenia may demonstrate symptoms such as disorganized thinking, auditory hallucinations, and delusions.

Diagnosis is based on the self-reported experiences of the person as well as abnormalities in behavior reported by family members, friends or co-workers, followed by secondary signs observed by a psychiatrist, social worker, clinical psychologist or other clinician in a clinical assessment.

Management of symptoms and improving function is thought to be more achievable than a cure. Treatment was revolutionized in the mid 1950s with the development and introduction of chlorpromazine.

Read more: <http://www.disabled-world.com/artman/publish/famous-schizophrenia.shtml#ixzz1BX2scnja>

## Conferences and Workshops

### **An Intellectual Property health check for your business**

Dear Shane

#### **Is your Intellectual Property properly identified, protected and commercialised?**

Run by our legal specialists from Truman Hoyle, this seminar is designed to provide small and medium-sized businesses with an introduction to identifying, protecting and commercially exploiting intellectual property.

The seminar will focus on what you need to know about:

- Trade Marks and copyright
- Confidential Information and Non-Disclosure Agreements
- Patents and Innovation Patents

#### **Why attend?**

- Gain an understanding of how to identify, protect and manage your Intellectual Property
- Receive insight into the types of issues that may affect your organisation and its Intellectual Property
- Have all your questions answered about the Intellectual Property of your business by an expert

## Cost

- Members: \$35  
(GST incl.)
- Non-members: \$75  
(GST incl.)

## How to register

- Call 13 26 96
- Book online - [Parramatta](#), [Brighton Le Sands](#)

### [Parramatta](#)

**Date:** 16 February 2011  
**Time:** 7:45am - 9:30am  
**Venue:** Sebel Parramatta  
**Address:** 350 Church St, Parramatta

### [Brighton Le Sands](#)

**Date:** 23 February 2011  
**Time:** 7:45am - 9:30am  
**Venue:** Novotel Brighton  
**Address:** Cnr Grand Pde & Princess St

## [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](mailto:Shanesmith@med.usyd.edu.au)

### **To Subscribe:**

We hope that this edition of Disability Education and Employment News has been of interest.

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To read the Disability Employment News [Disclaimer click here](#).

### **To Contribute:**

If you have any comments, suggestions or articles, resources, scholarships, workshops, conferences, Events or any other information that is Disability Education, Training or Employment related and you wish to promote it send an e-mail to [shanesmith@med.usyd.edu.au](mailto:shanesmith@med.usyd.edu.au)

The Disability News Archive can be found at

<http://www.cdds.med.usyd.edu.au/ndco/DisabilityNews/>

Funded by the Australian Government Department of Education, Employment and Workplace Relations (DEEWR) under the National Disability Coordination Officer Programme.

No , Vol - Compiled by Timothy Hart the NDCO for North Sydney and Central Coast

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

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