Module 5 Live

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Hand out

Annexes to Live Session – Cases

Case 1: Jonas – Difficulty identifying what works

Jonas is 24 years old and is participating in an employment support programme through NAV. He did not complete upper secondary education and has had several short work placements, but none have resulted in employment.

In conversations with you, he gives short answers. When asked what he enjoys doing, he often replies, “I don’t know” or “nothing in particular.” He has low confidence in himself and says that he is “not good at anything.”

Jonas lives at home with his parents. His mother is highly involved and often answers on his behalf during meetings. She expresses concern that he cannot cope with stress and believes it is best to “take things slowly.”

You suggest observing Jonas in everyday situations, but he appears sceptical and says it feels “strange.” It is also unclear who in his wider network could contribute useful information apart from his mother.

At the same time, the programme expects progress, and you feel a degree of time pressure to move forward towards employment.

Tasks:

1. Identify at least five possible strengths.
2. Choose two concrete actions you would take in the Discovery process.
3. Select one likely challenge and explain how you would address it.

Case 2: Elsa – need for adaptations and close support

Elsa is 29 years old and has an intellectual disability. She lives in supported municipal housing and receives daily follow-up from support staff. She has limited work experience but attends an activity programme a few days each week.

Her communication is simple, and she may find it difficult to respond to open-ended questions. When asked what she likes, she often answers with one word or looks to staff for help.

Staff describe her as friendly and cooperative, but also as someone who depends on clear structure and predictability. They are unsure whether she is ready for employment and are concerned that she should not experience failure.

You would like to carry out a Discovery process, but you experience that:

- it is difficult to identify her own wishes and preferences
- staff often answer on her behalf
- it is unclear in which situations you can observe her

At the same time, the goal is to explore employment opportunities, preferably with appropriate support and adaptations.

Tasks:

1. Identify strengths.
2. How would you adapt communication?
3. How would you use observation in a practical way?
4. How would you manage the involvement of staff?



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