



Person-centred questions to get to know the jobseeker

Person-centred approaches in disability employment focus on placing the individual with a disability at the centre of all planning, decision-making and service delivery, recognising them as experts in their own lives.

What goals would you like to work on first? Align the employment planning process with the person's priorities and pace.	Who are the important people in your life? Help identify key relationships and support networks that can influence wellbeing, motivation and employment success.	What do people like and admire about you? Encourage reflection on personal qualities and strengths as seen by others, supporting a positive, strengths-based view of the person.	What do you enjoy doing in your free time? Leisure activities and hobbies can offer useful clues about what kind of work a person might thrive in.	How do you prefer to communicate and receive information? Help identify communication needs and preferences (verbal, written, visual, Easy Read, interpreters, etc).
What is important to you – now and in the future? Help the person identify their values, priorities and aspirations, ensuring their goals and plans align with what matters to them.	What kind of work are you most interested in? Help identify motivation, preferences and interests – key elements of person-centred career planning.		Who are the people that often support you? Identify and expand the person's support network to help them as they pursue their goals.	What tasks help you do your best work? Explore environmental and work culture conditions for success (lighting, noise, pace, structure, communication, etc).
What skills do you feel most confident using? Support strengths-based planning and avoid focusing on deficits.	What has helped you in past jobs, study or daily life? The person will already know what accommodations help, so focus on what already works.	What would an ideal workday look like for you? Look for insight into individual routines, energy patterns, workplace and task preferences and conditions for success.	What type of support would you like from me? Set up the foundation for a partnership approach and gain clarity around expectations.	Is there anything you're worried about or unsure of? Invite the person to share any concerns in a safe, respectful way, supporting open conversation and problem-solving.

