



# Unit 6-Four Rules of Job Development



The University of Georgia - The Institute on Human Development and Disability

## WorkWorks

### UNIT 6: JOB DEVELOPMENT

#### Four Rules of Job Development

1. During the career planning phase, review with the individual how he or she wishes to be represented to the employer during job development and what role he or she wants to play in the process.
2. Don't degrade the employee candidate you are working for by making him or her a statistic to an employer who is to be rewarded with a financial incentive (such as a tax deduction). If you present your candidate as qualified, the chances for long-term success in the job are increased.
3. Never offer financial incentives to employers unless a job offer has been made or is hanging in the balance. You must ensure that an employer's reasons for hiring are positive and not only monetary. Otherwise, once the financial incentive has been realized, the employee with

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