

# CUSTOMIZED EMPLOYMENT NEGOTIATION WITH *Employers*

## **Best practice to develop a listing of potential work environments is to begin with data.**

The data is gathered from the Discovery conversations, observations, and understanding of the job seekers interests, preferences, and desires.

The listing of potential work environments match and fit the job seekers unique lifestyle and culture.

The employment support provider may hosts conversations with the job seeker to discuss **additional information** about the potential work environments and the businesses. The additional data helps to identify the top **preferred** best matches and best fit from the cumulative listing. These conversations may engage the job seeker's family and other team members.

The employment support provider gathers specific information from the preferred employers to learn about their business priorities, interests, desires, vision, concerns, human resource needs, etc. to **inform** the job seeker.

It may be helpful to create a checklist of best and least favorite things learned about the possible places of employment from the job seeker's perspective. Continue **person-directed** discussions to talk about how the job seeker's talents are a good career and personal fit.

The employment support provider use information from the job seeker and employer to develop data-informed strategies to **customize** the employment.

The job seeker desire to use their talents to contribute to specific job tasks and responsibilities.

The employer hires a valued employee who is reliable and dependable to fill the needs of the employer.

Customized employment negotiation result in a win-win on behalf of the job seeker and the employer!



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