

Employment & Inclusion Conference 2026: The Power of Expectations

March 24, 2026

10:15 AM

Breakout Session A-2

Discovering Discovery: The Benefit to All Job Seekers

This presentation focuses on Discovery, the essential person-centered assessment phase of Customized Employment. It highlights the role of the principles of Discovery in achieving sustainable, competitive integrated employment within all Employment services. We will explore how Discovery moves beyond traditional, deficit-focused assessments by focusing on an individual's strengths, marketable skills to contribute, and ideal conditions of employment. Participants will see how Discovery tools such as observation and informant interviews can build a Discovery Profile focused on higher expectations. We will discuss how collaboration with the person's support team can help inform the Discovery process. Shared real-life experience.

Learning Objectives

Upon completion of this presentation, participants will be able to:

1. Apply the Discovery process to focus on a person's strengths, interests, contributions and ideal conditions, rather than deficits and existing job vacancies.
2. Explain how the principles of Discovery directly informs job development strategies and guides job placement.
3. Understand how to involve the person's support team to assist in the Discovery process.



Brandon & Lisa Wade

As a parent who also works in this space, I see too much reliance on traditional models of employment - focusing on skills and deficits, and who's hiring vs. the person's strengths and talents that can contribute to a business. I believe a person-centered approach that starts with discovery can benefit all jobseekers to find employment that matches their skills, needs, and interests while meeting a business need. My co-presenter, Brandon, will talk about his experience using the principles of discovery to find what truly matters to him in a job, and how that information has helped him be successfully employed for several years. I also want to talk about the person's support team and how they can be included in discovery activities to create a richer profile of the person to aid in the employment search.



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