

FY24 Training Summary Feedback: Conducting Performance Discussions with Employees with Disabilities

60 Attendees | 18 Responses

SURVEY RESPONSES

The training met my needs and expectations.

Strongly Agree/Agree **100%**

The training answered questions I had coming into the session.

Strongly Agree/Agree **100%**

The format and delivery of the content was effective.

Strongly Agree/Agree **100%**

The training content was appropriate for the audience.

Strongly Agree/Agree **100%**

The presenter was knowledgeable and engaging.

Strongly Agree/Agree **100%**

I would recommend this training to my co-workers.

Strongly Agree/Agree **100%**

I feel more confident in my ability to conduct performance discussions with employees with disabilities.

Strongly Agree/Agree **100%**

There was enough time for questions.

Strongly Agree/Agree **100%**

COMMENTS

What other disability-related information could you benefit from learning about?

How to deal with short-term or temporary disabilities.

What did you like best about the training?

Bonnie is very engaging and keeps things at a fast pace so those of us on the call stay completely focused.

The relevance and applicability of the subject matter. The well-thought-out and practical recommendations provided by the trainer for the real life situations discussed.

Loved the detailed examples and voting choices. It allowed for thoughtful discussions.

What could we have done better?

Add info into the presentation of examples of reasonable accommodations (vs. unreasonable ones). One of the handouts provided has this, but I think it would be handy to include in the presentation itself.

What were the key takeaways from this session?

Insights on how to assess a team member's performance due to subsequent disability after employment.

During the review process, it's OK to ask how the company can help the person, allowing them to identify potential accommodations.

Always refer to and maintain the core responsibilities of the job when discussing performance issues with a disabled employee. Be open to listening and discussing accommodations suggestions from the employee. Be aware of the need to involve HR at an early stage.

Any additional feedback?

Grateful for time for dialogue regarding real life personnel challenges.

I think these sessions should be a requirement for every employee with a direct report.