

FY24-FY25 Training Summary Feedback: Conducting Performance Discussions with Employees with Disabilities

89 Attendees | 26 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?

The trainer was relatable, genuine, positive, had good energy and invited participation.

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.

Working through the examples in the quiz format.
Great processing and critical thinking opportunity.

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.