

# Myths Of Discovery

Myth 1: A Vocational Rehabilitation (VR) participant can't work during Discovery.

- Truth: People often come to VR with employment or find employment shortly after starting VR. VR uses Discovery to observe and determine if the employment is appropriate and how to be successful.

Myth 2: A VR participant can't begin employment during Discovery.

- Truth: Often participants need employment to sustain themselves during program participation and it is a good opportunity to observe them in a work environment. It can help answer questions about what is needed in other work settings for the employment goal.

Myth 3: If the participant has an employment goal in mind, Discovery is not needed or should be discontinued.

- Truth: Discovery is important to determine if the employment goal is viable, available, and within the abilities and preferences of the participant. Discovery is also important to determine any supports that the participant needs to be successful.

Myth 4: Discovery is conducted the same way with every VR participant.

- Truth: Discovery has many paths, and the VR participant should be driving the process. Discovery can be an opportunity to develop and practice self-advocacy skills.

Myth 5: If the VR participant is going to school, Discovery is not necessary or Discovery cannot be provided.

- Truth: Discovery can help assess whether training is needed to obtain the employment goal and to further define the employment goal. Discovery services can also help identify support needs.

Myth 5: Discovery must involve an Employment Services provider.

- Truth: Discovery occurs in a variety of ways depending on the needs of the individual. This may include self-directed Discovery, VRC guided Discovery, and/or working with an Employment Services provider.

Myth 6: When an Employment Services provider is involved, the provider is solely responsible for the Discovery process.

- Truth: Discovery is a collaborative process between the provider, participant, guardian, or family member, and VRC. Team meetings during the discovery process are best practice.

Myth 7: When an Employment Services provider is involved, the Discovery Profile is completed solely by the provider.

- Truth: The Discovery Profile is completed and then reviewed as a team. The participant should be encouraged to provide input throughout the completion of the Discovery Profile.

Myth 8: The Discovery Profile is only used to list skills and tasks.

- Truth: The Discovery Profile is a comprehensive and individualized tool for career exploration and planning developed by the team. The Discovery Profile helps inform job development and placement supports.

Myth 9: Discovery takes a long time.

- Truth: Discovery is individualized for each participant. Successful Discovery occurs when the participant remains engaged and there is clear progress toward completion. If conducted with enough intensity, efficiency, and active engagement of the participant, Discovery should result in the identification of an employment goal and needed supports within a reasonable period of time.

Myth 10: Job Development cannot begin until every possible question has been addressed during Discovery.

- Truth: Discovery services can be concluded, and job development can begin, when the team determines there is sufficient information to move forward. Some questions may continue to be answered throughout the employment services process.

Myth 11: Discovery cannot be completed if the potential employment goal is not available in your area.

- Truth: If the participant is willing to relocate or the job is available virtually it can still be useful to use Discovery.

Myth 12: Once Discovery has been completed you can never go back and provide additional Discovery.

- Truth: There may be situations in which the team determines that additional Discovery is needed such as when significant changes to the participant's needs or additional barriers are identified.