

***Creating the Right Fit:
Identification of Demands***

<i>Target Environment: Landscaping Crew for Grass Cutting/Lawn Maintenance</i>		
Sensory Experiences and Input that are Encountered	Movement Allowed or Required	Potential Physical Discomfort of Situation
<ul style="list-style-type: none"> • Smell of Grass, Flowers, Gas, etc. • Sounds of lawnmower, weed-eater...possibly care and traffic • Heat and Cold • Wearing gloves, hats, safety glasses • Being dirty... clothing and perhaps skin • When traveling, may need to sit close to others in truck/vans 	<ul style="list-style-type: none"> • Stamina- Must be able to stay on feet for long periods of time • Must be able to move frequently • Lifting often required • Very physical 	<ul style="list-style-type: none"> • Can become physically uncomfortable to perform the basic activities of the job. Discomforts with temperature variations, getting physically tired
Social Skills Needed or Expected	Communication Skills to Initiate and Respond: Needed or Expected	Understanding or Using Non-Verbal Communication Skills: Expected
<ul style="list-style-type: none"> • Need to know how to informally interact with the 'crew' while using more formal 'customer skills'. • Need to monitor the environment for people other than 'crew' to know when to use what set of social skills 	<ul style="list-style-type: none"> • Need to be able to ask for help or assistance from the crew • Need to be able to respond to customer's questions about the task, how long it may take, and general 'small talk' • Need to know how to communicate and respond to safety issues quickly 	<ul style="list-style-type: none"> • Gestures used by crew to communicate over the noise or from distance • Body Language of Crew and Supervisor that communicates displeasure, annoyance, joking around,
Emotional Development and Maturity Needed and Expected	Changes, Transitions and Unpredictability	Tasks Required and Level of Skill Expected
<ul style="list-style-type: none"> • Expected to tolerate a boss that tells you what to do and when...even if it is not what you think would be the most effective/efficient plan • Expect to be able to work with a group of people for a common goal. • Expect to be able to maintain a polite attitude with customers even if feeling angry or upset 	<ul style="list-style-type: none"> • Weather changes requiring a change in the time schedule, clothing or even cancellations • Cancellations of jobs • Truck/van and equipment malfunctions causing delays in starting or finishing job • Co-worker call-off making less people to do the job or new people • Jobs taking longer than expected making work day last longer 	<ul style="list-style-type: none"> • Operation of equipment such as lawn mower, weed eater, clippers, hoses, etc. • Safety measures of all equipment • Knowing where to start, how to move systematically across the yard • Recognizing when an area is 'done' or areas that were missed.

