



September 8, 2009

"It is better to listen then just wait until it is your turn to talk"

- Unknown

Local

Resources for Individuals with TBI

The Brain Injury Coalition of Central New York 425-5364
Provides support group, education and resources for individuals and their families.

The Brain Injury Association of NYS- Central Region
453-7120
Provides assistance in locating community services, accessing financial entitlements, support groups and education

A traumatic brain injury (TBI) is defined as a jolt or blow to the head, or a penetrating injury that disrupts function of the brain. This could be a result of a car accident, blunt trauma and is being seen more and more in those returning from military service. The symptoms of TBI can include lack of concentration, irritability, depression, headaches, anxiety, blurry/ double vision and sensitivity to bright light.

Challenges people with TBI might face in employment settings include abbreviated attention span, organization, short term memory and fatigue.

The ideal employment settings will include:

- Routine Tasks
- Regular Daily Schedules
- Low levels of distracting noise and light
- Access to memory aids (voice recorders and task checklists)

The Job Accommodation Network also includes the following suggestions for accommodations:

Issues of Change:

- Recognize that a change in the office environment or of supervisors may be difficult for a person with a brain injury
- Maintain open channels of communication between the employee and the new and old supervisor in order to ensure an effective transition
- Provide weekly or monthly meetings with the employee to discuss workplace issues and productions levels

Memory Deficits:

- Allow the employee to tape record meetings
- Provide type written minutes of each meeting
- Use notebooks, calendars, or sticky notes to record information for easy retrieval
- Provide written as well as verbal instructions
- Allow additional training time
- Provide written checklists and use color-coding to help identify items
- Post instructions close to frequently used equipment