I work at a group home where four ladies with disabilities live. I have worked at this job for over a year now and have gotten the hang of all the routines of each of the ladies. Since I have had experience with each of the ladies, my boss expects me to help lead and to help train new employees. Although I am not a main trainer, I am constantly helping the new employees because it can be very overwhelming to learn every routine when starting this job. In this reflection, I will discuss how I train versus how other co-workers train new employees and the different roles that I and other co-workers play.

When I train new employees, I make sure to start by introducing the basic “need-to-know” information about each of the ladies. These include their personalities and what they like and don’t like. After, I start to train on a specific lady and their specific routine. While explaining the routine, I be sure to make sure if they have any questions I clarify. Other co-workers of mine dive right into training on a specific lady. While I think this is fine, I have found that sometimes explaining the basics of each lady first can help them overall after their training is finished because even if they don’t know all the little details, they know how to approach any issues with each one of the ladies. The most effective part of how we train at my job is the “do” days. These are the days when the trainer just watches the new employee do everything by themselves and helps guide them when they need it.

Having different roles at my job is very important. Every day when we get to work, we decide who will work with each lady. There are usually 3 staff on one shift, so one staff takes 2 ladies. Usually we decide who should work with who depending on shift time and who is better fit to work with who on that day. Sometimes if one of the ladies has a lot to do during that shift, it’s better to have a staff who has been working for a while to work with that lady. For example, I often work with ladies that have outings because I am more experienced with the ladies and I know how to communicate and work with them better on outings. The staff that has been at my job even longer than I have will often take the ladies to appointments because they are even more capable of answering questions about each of the ladies. Having roles helps the shift go much smoother because everyone has a job to do Without assigning roles, it can get confusing because some ladies don’t get as much attention or the tasks of the shift don’t get done.