



## How to deal with persons with different abilities at the workplace

At any given workplace, it is highly probable that one would come across persons with different styles of working, diverse personalities, and persons with different opinions. Yet, it might not cross your mind that you could also be working alongside persons with disabilities. You might not be prepared to face the challenges that such an experience presents to both the person with disability and yourself, as a colleague or manager.

Disabilities may range from physical limitations that affect mobility, intellectual limitations, learning difficulties, sensory impairments, and neurodevelopmental disorders. Persons with disability still have a lot to offer in the workplace, and it is up to the management to create and foster a work environment where

everyone can flourish. Making an effort and taking the time to research a given condition or disability can only help in ensuring that all employees feel comfortable at the place of work.

Employees with neuro-divergent conditions such as ADHD, Autism Spectrum Disorder, and Dyslexia can find bright lights, loud noise and certain room decor disturbing and difficult to work in. Some disabilities may not be evident and not everyone feels comfortable disclosing their disabilities. Yet, if they are willing to share their experience, they may be an excellent source of information to help you better understand them as colleagues or employees.

Regardless of whether they have a disability or not, all employees have their own unique strengths

and weaknesses, and it is crucial to focus on their skills, and steer the employees towards tasks that best utilize those skills. This would help them gain confidence and improve performance at work.

Given that some employees may be unaware what their colleagues with disabilities might need, it is helpful to provide regular training on this issue, ensuring more awareness on various types of disabilities and their respective needs at the workplace. There are a few things which can aid interaction with people with disabilities in a respectful and professional manner:

- **Be aware of your own biases:** Everyone has biases about people with disabilities. It is important to be aware of your own biases and to challenge them.

- **Educate yourself about disabilities:** The more you know about disabilities, the better equipped you will be to interact with people with disabilities.
- **Be respectful:** Always treat people with disabilities with respect. This means listening to them, valuing their input, and not making assumptions about them.
- **Be accommodating:** If someone with a disability asks for special

requirements, be open to providing them. This could include providing wheelchair accessibility, allowing someone to bring a service animal to work, or providing sign language interpretation, among others.

- **Be positive:** People with disabilities are just like everyone else. They have the same hopes, dreams, and aspirations. Be positive and encouraging when

interacting with people with disabilities.

By following these tips, you can help create a more inclusive workplace for people with disabilities.

For more information and guidance on disability and employment in the United Nations Convention on the Rights of Persons with Disabilities, please click [here](#).

## Preparing for retirement



Many view retirement as stepping into the 'last' phase of their lives. So, understandably, for many this can bring about feelings of fear and intimidation. You might start asking questions about your life such as: Will I live long enough to enjoy my retirement? Will I be happy? How will I adjust to a different routine?

Some view the prospect of retirement as exciting but, regardless whether retirement is viewed positively or negatively, it is easy to feel overwhelmed because of the significant shift. During our working lives, many of us struggle with maintaining a healthy work-life balance but suddenly, when we retire, we have more free time.

That's why retirement is an opportunity. We can embark on new adventures which we had been postponing all our lives, engage in new learning opportunities, create and cherish new memories. Retirement can also be an opportunity to rediscover passions, relearn skills, and relive memories.

A pleasant and successful retirement, therefore, requires planning because it is a major life transition. Allow yourself the time to plan. Some options you might consider are:

1. **Employment:** are you considering the possibility of extending your employment or maybe working on a part-time basis?
2. **Hobbies:** what type of hobbies do you wish to take up now that you have more time?

3. **Learning:** Consider applying for interesting courses which will keep your mind active and result in personal growth.
4. **Quality time:** Make it a point to spend quality time with the people you love and also possibly reconnect with old friends too.
5. **Volunteering:** Look into voluntary work or helping out with your family's endeavours.
6. **Finances:** Have a plan for financial stability.

Mastering a comfortable and rewarding routine during retirement is essential. Some are able to settle into this routine quickly, while others take longer to adjust to the shift. However, once a fulfilling routine is found, this new phase of retirement can be very rewarding.

# Tips for parenting adolescents

Adolescence is said to be the most difficult stage, be it for the adolescents themselves as well as for their parents. This is because, during puberty, teens are usually experiencing growth spurts and changes which may feel overwhelming.

Considering the difficulties parents/guardians may face during this stage, here are some tips to keep in mind:

- **Be consistent and set clear boundaries:** This is a time when your teenage children want to be treated like adults, yet they are still very young. Establish clear rules and expectations to balance between independence and responsibility while allowing room for negotiation and compromise.
- **Communication is key:** It is important to keep an open dialogue, so they feel they have a say in their own upbringing and they feel comfortable to share their thoughts and concerns.
- **Be a role model:** Action speaks louder than words in both attitudes and behaviours.
- **Encourage independence:** Youngsters appreciate when you support their decision-making and problem-solving skills, without being judged and blamed.
- **Be empathic:** You may not agree with your children's reasoning but try to be as empathic as possible, so they feel understood.
- **Time:** Spend quality time with them so you can engage in discussions and express your views and concerns about certain topics and issues.

- **Praise:** Praise is important because they feel appreciated, and they value your feedback.
- **Safety:** Be aware of their whereabouts and the people they are spending time with by showing interest and also acceptance of their group of friends.
- **Encourage hobbies:** Help them explore interests to develop a sense of identity and purpose as well as to promote physical and mental well-being.

Finally, it is important to stay informed about current trends, challenges, and interests relevant to adolescents.



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