

Full-Time · Job

# Community Participation Associate

## Keystone Human Services

Chambersburg, Pennsylvania, United States and 1 more

## About the role

Application deadline

**December 30, 2022 1:00 AM**

Posted date

**January 16, 2022**

Estimated salary

**\$16.00 Per hour**

US work authorization

**Will sponsor a work visa and accepts OPT/CPT**

## Role Description

Keystone Human Services is the parent organization of six nonprofit subsidiary companies. We work to create an environment where all people, regardless of ability, can grow, make choices and be valued and contributing members of the community. In this vision, we see the welfare of all people being vested in the welfare of each individual. Our services include the areas of intellectual disabilities, autism, mental health, Head Start, and an internationally accredited service dog program.

Keystone Human Services is currently seeking Community Participation Associates to join our team of professionals in making a positive difference in the lives of our neighbors and the community.

## The Work:

- Develop appropriate supports for individuals based on an individualized determination of the strengths, needs and interests of the persons served

## • **About Keystone Human Services**

- Follow
- Employees
- **1,000 - 5,000**
- Industry
- **Healthcare**
- Headquarters
- **Harrisburg, PA**
- Keystone Human Services understands the fragility of life and is determined to advance the human spirit of all people, regardless of ability. We know that all people learn and grow throughout their lives. Some become independent citizens, while others require support across their lifespan to lead meaningful lives within their communities. Over 3,000 men and women are working at Keystone to open doors of opportunity for people with disabilities to live meaningful lives within the community. They have life-altering, spirit-lifting, personally-rewarding jobs. For over 40 years, we have been advancing the human spirit, ensuring the most vulnerable members of our society have opportunities to pursue their goals and dreams and participate in all that life has to offer. Join us and together, we'll advance the human spirit of every man, woman, and child today, tomorrow, and the next days. Join us and make a difference in the world!

**Project Three Milestone: Career Paths Analysis**

John Jordan

Southern New Hampshire University

PSY 108: Introduction to Psychology

Shannon Weiss, MS, BSBA

July 31, 2022

## **PSY 108 Project Three Milestone: Career Paths Analysis**

### **Job Description Summary**

#### **Job Title**

The job I have chosen for the project three milestone is Community Participation Associate.

#### **Job Roles and Responsibilities**

The leading roles and responsibilities are to develop appropriate support, determined by each individual's needs, strengths, and interests. Engage with the individual to help them in the discovery process, to help them target their goals. Develop the individual for community involvement and assist with coordination and transportation (Keystone Human Services, 2022).

#### **Prerequisites for the Job**

The job posting states one must have a high school diploma or equivalent, be at least 18 years of age, and possess a valid driver's license. Applicant must have basic computer skills and knowledge of internal software programs. Practical communication skills, both verbal and written—knowledge of implementing positive change techniques and knowledge of community resources (Keystone Human Services, 2022).

#### **Primary Industry or Type of Business**

This job is listed as being in Human Services, a nonprofit organization.

#### **Connection to Psychology**

This job relates to several psychological concepts I have learned in this course, like Behavioral and socio-cultural. I see that behavior is an important concept as the teammate will champion the client's behaviors that need to be exhibited in the work environment. The socio-cultural is another essential concept as the client will interact verbally and non-verbally with people from every walk of life.

## **Connections to Emotional Intelligence**

### **Self-Awareness and Self-Regulation**

The job posting mentions coordination of transportation which is vital in Self-Awareness by prioritizing, organizing, and time management. With transportation especially, this aspect of the job usually has to be taken care of promptly, typically 24 hours in advance if not longer. Also, working with the developmentally challenged, you must self-regulate how you come across them and use a lower-toned, slower-paced method of communication to avoid being harsh and abrasive.

### **Social Awareness and Conflict Resolution**

In any job, you will need to have good social awareness and conflict-resolution skills; working with people who are developmentally challenged, you have to teach them and help them to re-enforce their social awareness, which would be the ability to pick up on other's emotions and to understand what is going on with them. This also ties into conflict-resolution, a situation may arise from something someone says or does, and you have to know, what to say when to say it, the tone it must be delivered in, and what action has to be taken at the moment.

### **Ethical Judgment and Empathy**

The webtext says that Ethical judgment involves thoughtfully responding to situations instead reacting to them. The job requirements are the development of appropriate support for individuals based on their needs and to help them succeed in the social role identified. I believe you genuinely display empathy by engaging in person-centered support and services. Also, the webtext says that to be empathetic, you must consider what others are feeling and why-

especially when their emotions are not the same as what others are feeling (“What Is Emotional Intelligence?”, 2020).

## References

What is emotional intelligence? (2020). In *Psychology* (6th ed., p. 1.6). Soomo Learning.

<https://www.webtexts.com>

Keystone Human Services. (2022, January 16). Community Participation Associate (job posting)

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