

Topic: Employment

Activity: Motivation: A Case Study for Use With Darfuri Refugees

Objectives	<ul style="list-style-type: none">✓ Participants will identify motivation as a key factor in finding employment in the United States✓ Participants will consider possible adjustments they can make to help their chances of finding a job in the United States
Lesson Time	30 minutes
Materials	<ul style="list-style-type: none"><input type="checkbox"/> Critical incident (included)<input type="checkbox"/> Optional: Flipchart paper, markers, tape
Introduction	Resettlement in the United States will be challenging, and it will take time before you feel comfortable, both emotionally and financially. Self-motivation will be an important role in finding a job and beginning to establish a new life. Remember that your path to success may include some adjustments.
Practice	<p>(Note: Change names used in the critical incident to reflect those of your participants.)</p> <ol style="list-style-type: none">1. Put participants into groups of 2 to 4 and ask each group to choose a spokesperson.2. Read “Motivation: A Critical Incident for Use With Darfuri Refugees” aloud, pausing after each set of reflection questions.3. In small groups, participants discuss the reflection questions. Listen in on the discussions to check for understanding.4. After the last set of reflection questions, bring the large group together and ask the spokesperson from each group to summarize the main ideas from their group discussions. Discuss as necessary.
Reflection Questions	<ul style="list-style-type: none">• What happened in this critical incident?• Why did Ndambelela* get a recommendation for the full-time position?• What could Ndambelela talk about during the interview and why?• Why do you think Ndambelela was offered the job?
Variations	<ul style="list-style-type: none">• Give flipchart paper and markers to each small group and have groups draw and present the highlights of their discussions.• If literacy levels allow, prepare flipchart paper with reflection questions for each small group and have groups write and present their answers.

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Motivation: A Case Study for Use With Darfuri Refugees

Ndambelela* and her children resettled in the United States 8 months ago. A widow supported by her extended family, Ndambelela had no work experience outside the home, although she had earned money in the camp sewing for others.

Ndambelela enrolled in an English class at the public library and met with her case manager to discuss employment options. Ndambelela's case manager recommended a more Western style of dress, which some employers might prefer so an employee could move quickly while working. This made Ndambelela uncomfortable, so she did not take the advice.

Stop and reflect:

- What is important to Ndambelela?
- What are the challenges Ndambelela is facing?
- What would you do if you were Ndambelela?

After three months, Ndambelela still did not have a job and was struggling to pay her bills. Her motivation was also declining.

She decided to take her case manager's advice and found some more fitted head scarves and a loose U.S.-style floor-length skirt to wear with a blouse to her next interview. There, Ndambelela talked more about her sewing and cooking experience. Two weeks later, Ndambelela was offered a three-month position filling in as a cook in a restaurant. Because of her regular English use in addition to her classes, her language skills improved and she felt more confident.

Stop and reflect:

- What changes did Ndambelela make? What happened?
- How would you feel about making these changes?
- Why could a short-term position be helpful?

After the three months, Ndambelela's supervisor recommended her for a similar full-time job with a different company that was hiring. In the interview, Ndambelela was able to speak in English about the training she had and the skills she learned. Ndambelela was offered the job.

Stop and reflect:

- Why did Ndambelela get a recommendation for the full-time position?
- What could Ndambelela talk about during the interview and why?
- Why do you think Ndambelela was offered the job?

* This case study is based on the real-life experience of resettled refugees. All identifying information has been changed to protect privacy.