

Scaling the High Dive

Identifying Your Comfort Level with Disability



Kintsugi Consulting, LLC



Discussing a topic you feel uncomfortable speaking on can be scary. It's almost like jumping off the high dive into a pool of water without feeling prepared!

Imagine the pool as situations that will involve disability awareness, inclusion, knowledge, and education. What will help you get to the point where you climb up the ladder with abandon and dive off?

The only way to grow in skill and confidence is to assess where you're going and where you want to end up!



When identifying your level of comfort for the following statements, think of your confidence in terms of the rungs of the ladder at the diving board.

Are you still standing on the ground, contemplating ascending the first run of the ladder?

Is your confidence high enough that you've made it halfway up the ladder?

Are you at the top of the diving board, standing at the edge of the platform looking down?

Are you ready to dive head-first into the water below?

Levels of Comfort

Diving off the Diving Board: You feel confident coaching others

Standing on the Diving Board: You have been in this situation many times before and feel confident addressing this solo

Rung 9

Rung 8

Rung 7

Rung 6

Rung 5: Somewhat comfortable in this situation with support

Rung 4

Rung 3

Rung 2

Standing on the Ground: Not at all comfortable in this situation



What is Your Comfort Level with...

- (1) Answering honestly when someone asks if they have a disability**
- (2) Understanding what a reasonable accommodation is**



What is Your Comfort Level with...

(3) Adapting content to be disability friendly

(4) Discussing different types of disabilities



What is Your Comfort Level with...

(5) Reading through an IEP (Individualized Education Plan)

(6) Educating peers about accommodations



What is Your Comfort Level with...

(7) Having a class-wide discussion about disability, differences, similarities, and respect

(8) Feeling comfortable saying “I don’t know” if asked a question about disability you don’t know the answer to



What is Your Comfort Level with...

(9) Talking to a person with a disability about sexual and reproductive health

(10) Working with a young person on their plans for the future that are both affirming and realistic

What Does It All Mean?

What's Next?

Use the questions below to have an honest conversation about how it felt to complete this activity, what you have learned about yourself, and what this means for goal setting moving forward.

What is one statement you felt the most comfortable with?

What is one statement that made you nervous or uncomfortable?

How can you use the comfort and experience level of your peers to navigate potential situations in the future?

What has this activity taught you about yourself that you can focus on moving forward?

What has this activity taught you about your co-workers that will be helpful in the future?

Interested in Growing your Confidence and Skill Sets?

Contact Kintsugi Consulting, LLC
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