

# Natural Supports



## Everyone Can Facilitate Natural Supports

Educators, employers, and service providers should actively create inclusive workplaces by ensuring proper training, social connections, and physical integrations.



Natural supports include relationships, tools, strategies, and workplace customs that help employees maintain and advance in their jobs.

They can come from coworkers, supervisors, friends, family, and community members.

## Natural Supports Exist in Every Workplace

Everyone, with or without disabilities, uses natural supports at work, such as mentoring, coworker assistance, checklists, and social interactions. They help employees navigate the workplace culture.

## Early Planning Promotes Natural Support

Person centered planning helps to discover existing, informal relationships among family, friends, neighbors, faith leaders, or community groups. Building and leveraging connections is critical to a support network.

## Natural Supports Ensure Success

Utilizing natural supports can improve job retention, integration, and overall work experiences. The use of natural supports increases job satisfaction and success at work.



INDIANA INSTITUTE ON DISABILITY AND COMMUNITY  
**CENTER ON COMMUNITY  
LIVING AND CAREERS**

For more information contact: [cclc@iu.edu](mailto:cclc@iu.edu)

DEVELOPED BY THE INDIANA FAMILY EMPLOYMENT FIRST COALITION, WITH FUNDING SUPPORT FROM  
THE INDIANA DIVISION OF DISABILITY AND REHABILITATIVE SERVICES  
A DIVISION OF THE INDIANA FAMILY AND SOCIAL SERVICES ADMINISTRATION