



# Direct Support

## A Realistic Job Preview

### What is a Realistic Job Preview (RJP)?

An RJP is a recruitment strategy used to give potential employees detailed and balanced information about job expectations, the employer, and the worksite, so they can make an informed decision about accepting a job offer from the employer. RJPs provide both positive and negative information that potential staff are unlikely to know. This RJP video illustrates the real, everyday work of direct support professionals. This video provides first-person stories and advice for people considering direct support as a career choice. The topics include:

- On the job (What to expect)
- The rewards of direct support
- The challenges of direct support
- Qualities of a great direct support professional
- Lessons learned

### How do RJPs Affect Recruitment and Retention?

RJPs can help reduce turnover of new staff by giving potential job candidates as much information as possible about the job expectations. When a candidate knows what to expect before accepting a job offer, it is more likely they will be satisfied on the job because they will have fewer unmet expectations about the job.

### Purchasing Options

#### Option 1: *Direct Support: A Realistic Job Preview*

*\$85 (DVD). Includes a Realistic Job Preview User's Guide.*

#### Option 2: **Basic Customization**

*Cost: \$1,800, includes 5 copies in DVD or VHS*

We will make high-resolution scans of pictures you provide (20-25 images), featuring your agency and direct support professionals at work, and incorporate them into the program in a separate section highlighting the work, mission, and job expectations of your agency. We will also provide professional narration and help you in composing a script for this purpose.

#### Option 3: **Deluxe Customization**

*Cost: \$4,500 plus travel and accommodations, includes 10 copies in VHS or DVD*

We will travel to your location and provide one full day of professional video production, interviewing the agency director or other executive staff, and shooting coverage of various direct support professionals at work. The interview and footage will be edited into a new section of the program highlighting your agency's work, mission, and job expectations for new staff. We will also intercut this footage into the overall program, including your DSPs prominently in the video.



# Direct Support: A Realistic Job Preview Order Form

**Option 1: Direct Support: A Realistic Job Preview video**

\$85 (DVD) x \_\_\_\_\_ = \$ \_\_\_\_\_

**Option 2: Basic Customization (**

Must contact Research and Training Center on Community Living ((612)625-1566) to purchase this option  
**\$1800** (includes 5 VHS or DVDs)

**Option 3: Deluxe Customization**

Must contact Research and Training Center on Community Living ((612)625-1566) to purchase this option.  
**\$4,500 + travel and accommodations** (includes 10 VHS or DVDs)

---

\$ \_\_\_\_\_ Sub total

\$ \_\_\_\_\_ Sales tax (MN)\*

\$ \_\_\_\_\_ TOTAL (Shipping included)

Ship to: (please type or print clearly)

\_\_\_\_\_  
Name

\_\_\_\_\_  
Organization

\_\_\_\_\_  
Address

\_\_\_\_\_  
City State Zip

\_\_\_\_\_  
Phone Fax

\_\_\_\_\_  
E-mail

Orders must be accompanied by purchase order or check payable to University of Minnesota (tax ID # 416007513). We reserve the right to limit quantities on complimentary items. Prices include shipping within the U.S. (by Media Mail); for information on other shipping options and costs, contact the Publications Office. Tax-exempt Minnesota organizations: Please provide copy of exemption certificate if first time ordering.

Send completed order form and check or purchase order (payable to the University of Minnesota) to:

**Direct Support: A Realistic Job Preview**  
**Research and Training Center on Community Living**  
**University of Minnesota**  
**109 Pattee Hall, 150 Pillsbury Dr. SE**  
**Minneapolis, MN 55455**  
**Phone: (612) 624-4512**  
**Fax: (612) 624-9344**  
**For customization inquiries please call (612)625-1566**

Prices include shipping and handling. Orders are sent via USPS and usually arrives within 7-10 days. To arrange faster shipping, contact.

\***Minnesota Sales Tax Rates:** Minneapolis = 7.4%. Hennepin County outside Minneapolis = 6.9%. St. Paul = 7.25%. Ramsey County outside St. Paul, Anoka County, Dakota County, Washington County = 6.75%. Albert Lea, Austin, Baxter, Bemidji, Brainerd, Hermantown, Mankato, New Ulm, Owatonna, Proctor, Rochester, St. Augusta, St. Cloud, St. Joseph, Sartell, Sauk Rapids, Two Harbors, Waite Park, Willmar = 7%. Duluth = 7.5%. Elsewhere in Minnesota = 6.5%.