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QUESTION & ANSWER



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**Exam** : **CESP**

**Title** : Certified Employment  
Support Professional

**Version** : DEMO

1.You are assisting a 30-year-old woman in an interview during which she indicates having a traumatic brain injury. The employer asks about the nature of this disability.

Which of the following is your MOST appropriate response?

- A. Focus on the individual's strengths, talents, and capabilities to complete the job tasks.
- B. Excuse yourself from the interview, as the employer may not be a good match for this individual.
- C. Tell the employer that this question violates the Americans with Disabilities Act (ADA).
- D. Disclose disability information.

**Answer: A**

2.Which of the following expectations is reasonable to ask from an individual's residential staff in support of the individual's employment?

- A. ensuring the individual is making friends at work
- B. calling the employer to discuss issues the employee is having at work
- C. reviewing skills learned at work and practicing tasks that might be difficult to perform
- D. supporting the individual in maintaining a clean work uniform

**Answer: D**

3.You are working with a 29-year-old man who has a mental illness. He works as a janitor in a church in the mornings for 30 hours a week. The employer notices that he has recently started having difficulty staying on task and seems drowsy at work after 2 years of working there.

What factor is LEAST likely to be causing his current difficulties at work?

- A. His medication
- B. His work hours
- C. His sleeping pattern/schedule
- D. His general health/mental illness

**Answer: B**

4.You are presenting your employment services to the local Chamber of Commerce in order to make business contacts and connections for future job development meetings.

Which of the following information should NOT be included in your presentation?

- A. Definitions/explanations of the disabilities of the job seekers you represent
- B. Consumer base and buying power of people with disabilities
- C. Benefits of hiring the individuals you represent
- D. Tax incentives or other value-added benefits for businesses

**Answer: A**

5.Which of the following is an example of People First Language?

- A. He is disabled.
- B. She is brain damaged.
- C. She is confined to a wheelchair.
- D. He is a person with autism.

**Answer: D**