

GREEN & RED FLAGS FOR SELF--EMPLOYMENT

Review **GREEN** and **RED** Indicators of Success Flags with the client.

GREEN FLAGS (Traits that support success in self-employment.)

- Persistence/Passion
- Goal oriented behavior
- Business experience/management experience
- Bookkeeping/record keeping skills
- Support system
- Demonstrated personal initiative
- Computer skills (including basic typing)
- Ability to identify and access resources
- Stable financial history (has stable income and plan for transition to full-time business, credit score, personal budgeting skills, etc.)
- Stable physical/emotional situation (interpersonal skills, soft skills, and physical/emotional stamina needed for managing business)
- Discuss how many hours a week the individual plans to operate their business (*working at the maximum their disability allows).
- Explain how personal finances allow for the pursuit of self-employment.

RED FLAGS (Traits that would make success questionable. These should be used as discussion points to determine if there are supports in place to assist with any of these potential barriers; or are there supports that could be put in place. Having these red flags should not necessarily determine an automatic end to the process).

- Lack of persistence/follow through (tasks agreed upon not done in timely manner, changing plan/goals, unable to see goal/task to completion)
- Unwillingness to accept immediate feedback (separating idea from self, ability to work with people of varied backgrounds)
- History of credit/financial issues (recent bankruptcy, no reliable source of income)
- Demonstrated unreliability (missing or late to appointments, related to follow-through, weak work history)
- Poor problem-solving skills
- Unwillingness to ask for and utilize assistance
- Unclear vision of business idea
- Lack of stability (related to income, physical/medical condition, minimal time with demonstrated sobriety)
- No certifications, training, or experience in the profession
- Not enough income to cover living expenses
- No semi-formalized business idea - no facts or quantitative info, more subjective
- Seeking self-employment as avoidance for competitive employment