

Putting the 'fun'



Back into Dys - Fun - ctional

Who's the dysfunctional one around here, anyway?

Are you and I speaking the same language?



As we all know, children on the spectrum tend to struggle with acquiring the social skills necessary to 'fit in'



Dave's Really Easy Social Skills Test

(Which everyone should get a 100% on)

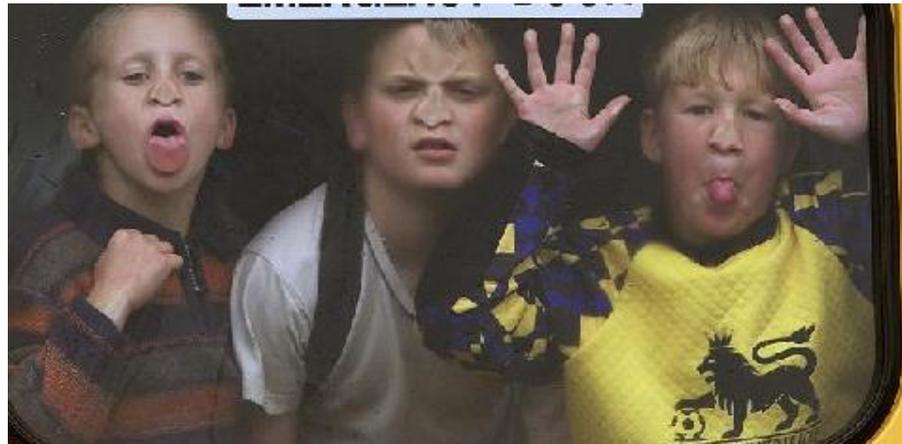


Question #1 How should the bride and groom be treated just prior to being married?

- With Respect?



- Or Disrespect?



The answer is clearly **Disrespect**, particularly if you're getting married in Scotland where a pre-wedding tradition is practiced called 'The Blackening of the Bride.'

The bride and the groom are taken by surprise and covered with foul and disgusting substances. The friends cover them with anything gross they can think of. It can be curdled milk, rotten eggs, spoiled curry, smelly fish sauces, molasses, mud, flour, sausages, syrups and feathers.

Scots believe that this humiliation prepares the bride and groom to face all the difficulties and humiliations that they could ever possibly encounter in married life.



Question 2: Where should someone go when he needs a haircut?

To a barber.



An untrained
family member



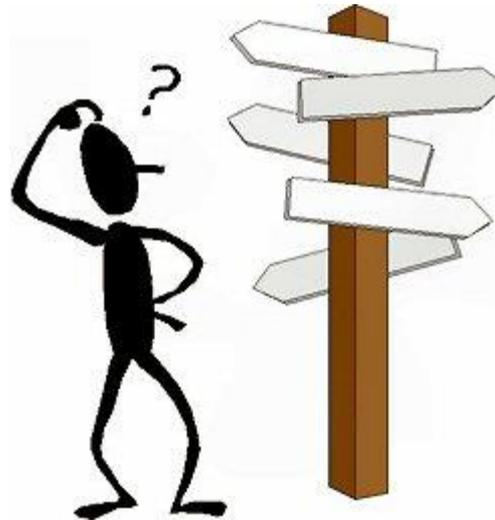
Well, you certainly wouldn't go to a barber!



- In the Irtundra tribe of Indonesia, men must never cut their hair with stone or metal – it must be *bitten* off by the man's wife, sister, mother, grandmother, or sister-in-law (in that descending order).

Conclusion....

For children on the spectrum, reading social cues is a little like being expected to know the manners / customs / social mores of other cultures.



Add to that all the variances in our OWN culture and it's like trying to find your way around a foreign country with the wrong map.



Multi-Tasking vs Unitasking

- Children on the spectrum aren't big fans of multi-tasking
- It's difficult for them to 'tune in' to more than one channel at a time
- But that doesn't stop us from trying to 'teach' them how to multi-task.



The pioneer of research into multi-tasking is Professor Earl Miller, a neuro-scientist at MIT. He scanned volunteers' heads while they attempted to perform more than one task.



Conclusions of Professor Miller on his study of multi- tasking.....

- You can't.
- Can result in severe stress and rage in adults
- Can result in autism-like behavior in children
- “When people think they can, they’re deluding themselves.”
- Results in release of hormones and adrenaline

The next time you're feeling frustrated because the child you're working with is unitasking (whether they're on the spectrum or not), don't be. They're only doing what the rest of us should be doing – concentrating on one task at a time.



What is the end game for children with autism?

- High school graduation?
- Vocational School?
- College?
- Transitional Living?
- A Job?
- Independence?

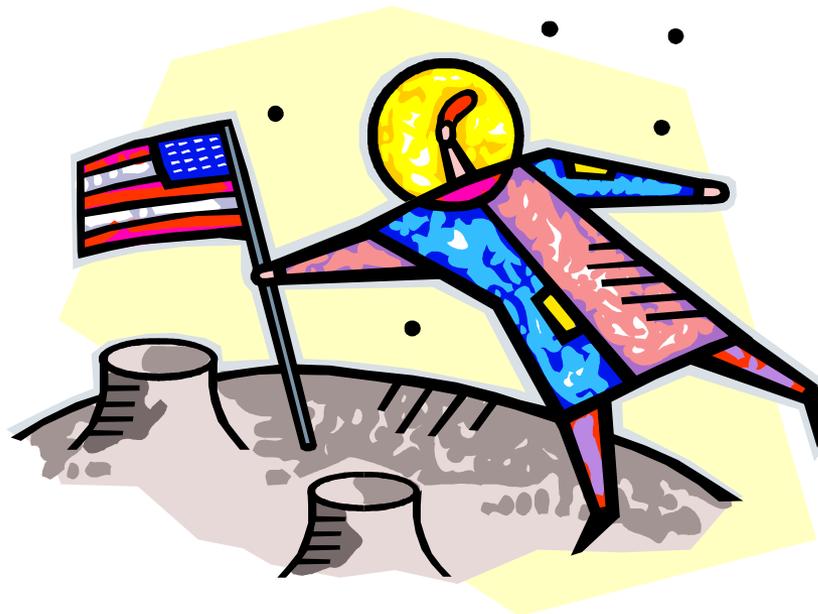
Statistics on employment for young adults on the spectrum are elusive

- Many aren't actively looking for a job
- Estimates range as high as 80% unemployment
- For adults with disabilities, the rate of unemployment is about 20%

What are the qualities / traits / professions we value most in our society?

Astronauts

Alone



Peace Negotiators
(poker players)

Unexpressive



Lab Tech

Tactile Sensitivity



Occupational Safety and Health Inspectors OSHA



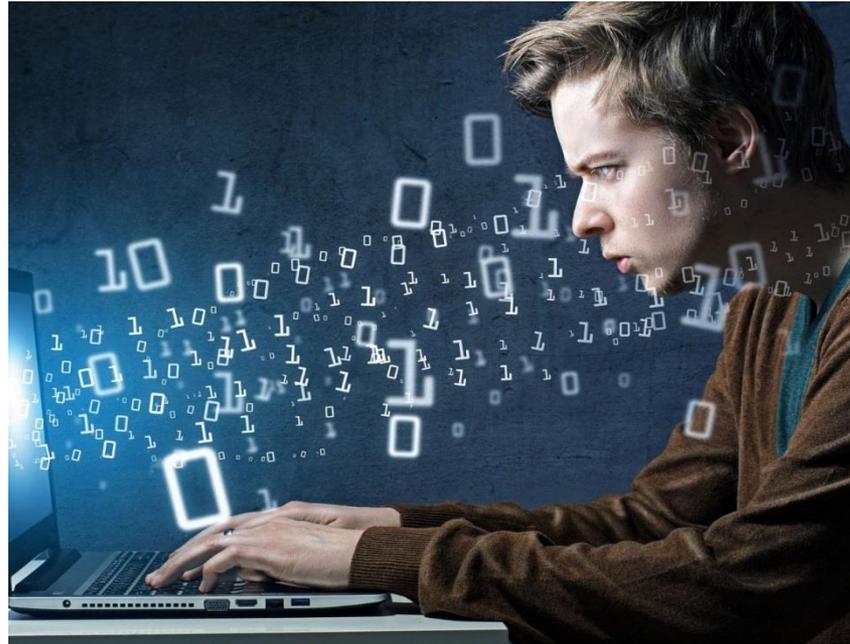
Insistence on Sameness

Environmental Monitor



Sensitivity to Change

Data Entry



Maintain Intense Focus

Referees



IRS Agents



Bank Examiner



Strict adherence to rules

Particular About Food



Restaurant / Health Inspectors

Research scientists looking for cures for AIDS
or cancer



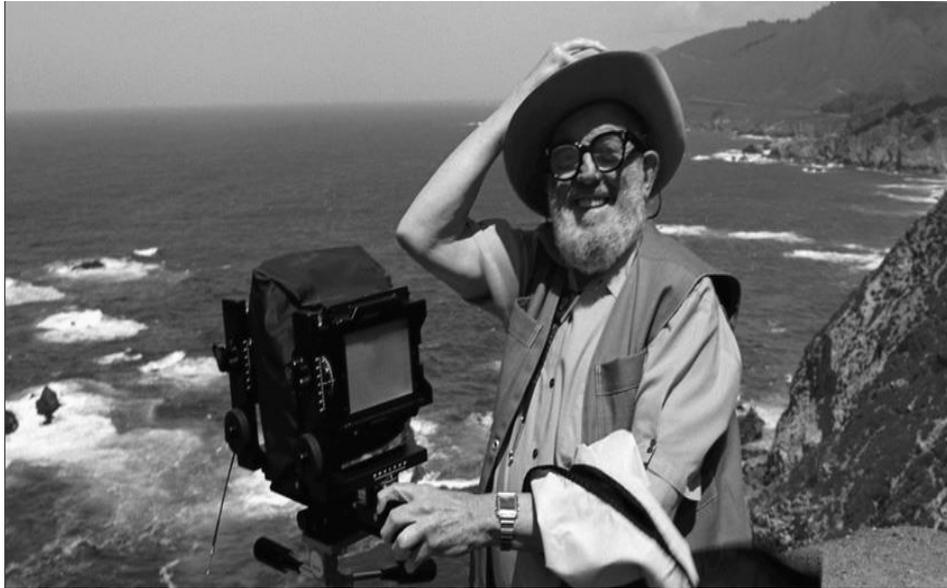
Encompassing preoccupation with one area
of interest

Programmers, System Specialists



Compulsive need for introducing routine
which affects others

Photographers

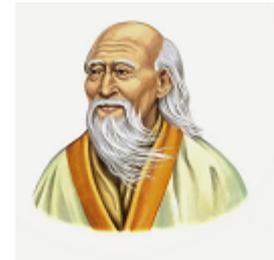


Artists



Tuning Out the World

“Silence is a source of great strength.” Lao Tzu

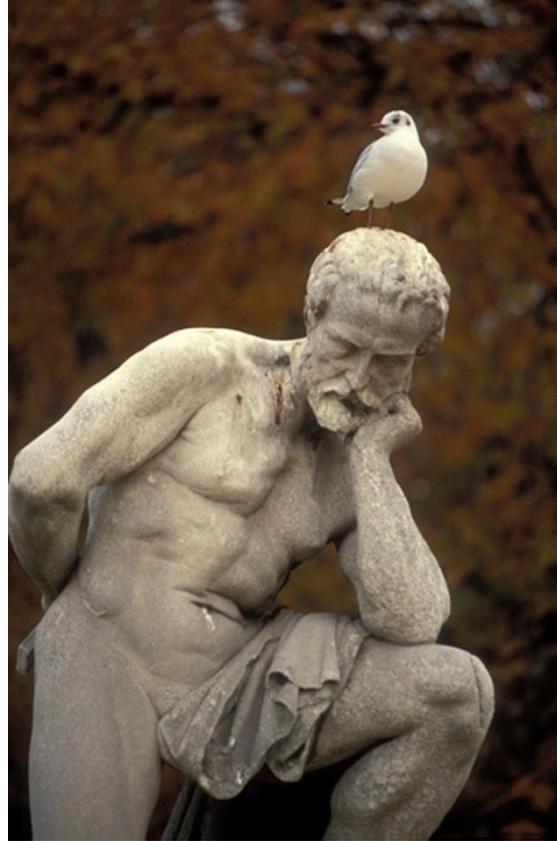


Children's Authors



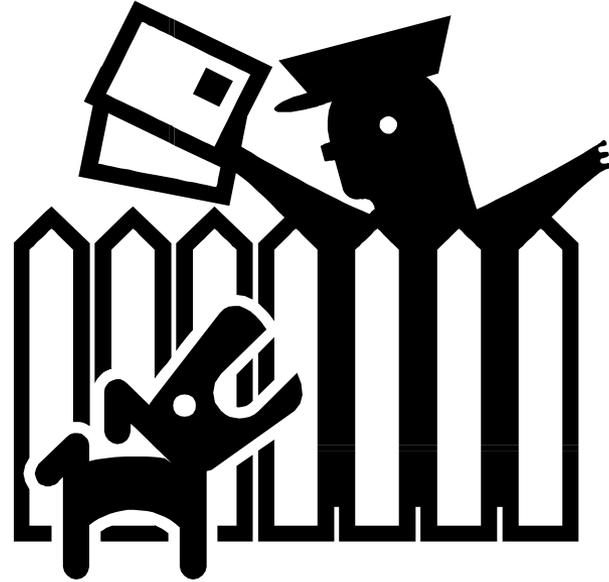
Repetitive Use of Language

Poets, Philosophers



Unresponsive to societal demands of others

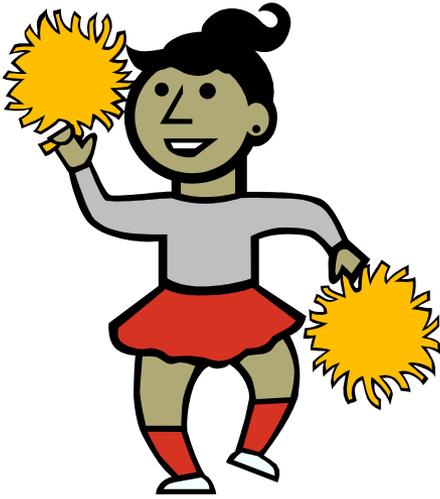
Assembly line workers, Postal workers



Mannerisms which are repetitive

Alone, Unexpressive, Tactile Sensitivity, Insistence on Sameness, Sensitivity to Change, Miming or Gesturing to Communicate, Strict Adherence to Rules, Particular About Food, Encompassing Preoccupation With One Area of Interest, Compulsive Need for Introducing Routine Which Affects Others, Tuning Out the World, Repetitive Use of Language, Unresponsive to Societal Demands of Others, Mannerisms Which Are Repetitive.

Take the first letter from each characteristic we listed.



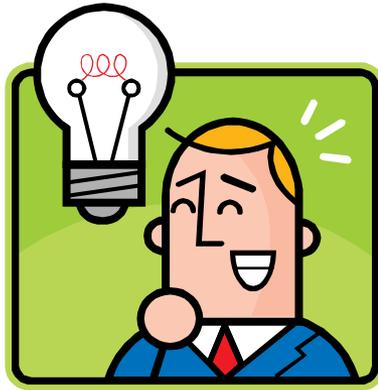
Gimme an A, U, T, I, S, M

Gimme a S, P, E, C, T, R, U, M

Whatya Got?

Autism Spectrum!!!

Is it possible that those on the spectrum possess some of the very characteristics we value most in our society?





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ARTICLE **MANAGING PEOPLE**

Neurodiversity as a Competitive Advantage

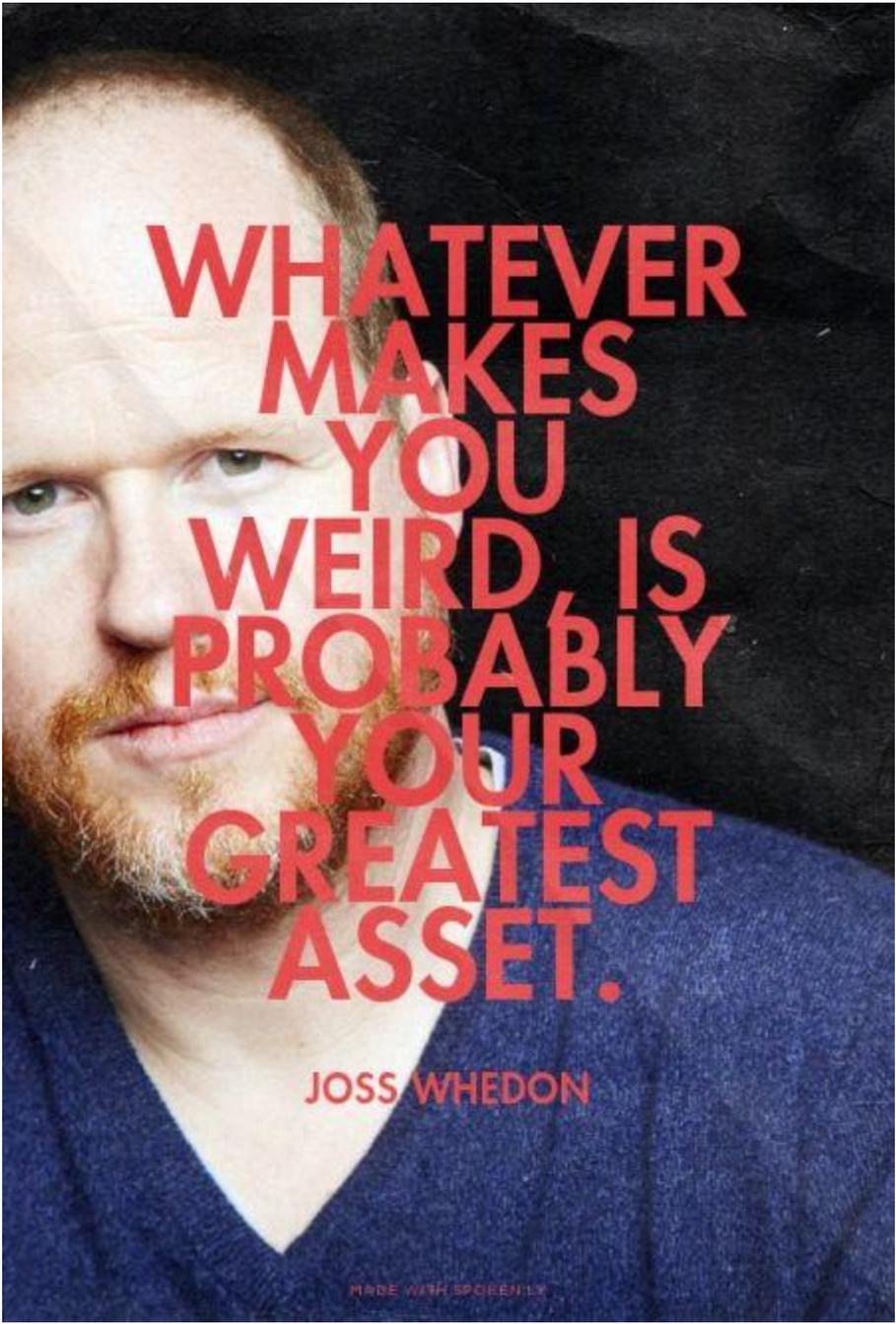
Why you should embrace it in your workforce

by Robert D. Austin and Gary P. Pisano

Conclusion: What we may be tempted to see as a disability could, given the right conditions, be considered a desirable attribute.



Wow! I never thought about it like that before!!!



**WHATEVER
MAKES
YOU
WEIRD, IS
PROBABLY
YOUR
GREATEST
ASSET.**

JOSS WHEDON

