

WEBVTT

1 "Embriano, Alana" (3489368064)

00:00:05.217 --> 00:00:24.829

Uh, welcome, and thank you for calling into sickness autism awareness series. My name is Alana, and I am a care manager for the autism specialty team through the format of this call. Your line will remain muted throughout the entirety of the seminar. Any questions received throughout the presentation. We'll.

2 "Embriano, Alana" (3489368064)

00:00:24.829 --> 00:00:37.620

Through the Webex platform, and we'll be answered at the presenters discretion at the end of the seminar. It should be noted that we will only be answering questions that are on today's topic. There will be an option at the end to complete a short survey as well.

3 "Embriano, Alana" (3489368064)

00:00:37.620 --> 00:00:53.160

A hand out for today's seminar is available online at W. W. W. dot com. Backslash autism scroll to current topic section in the middle of your page and click on today's topic labeled embracing brain based differences in the workplace.

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00:00:53.160 --> 00:00:59.760

Or follow along throughout the web X presentation, a recording will be available once finalized at the same website.

5 "Embriano, Alana" (3489368064)

00:00:59.760 --> 00:01:12.570

Please note that not all policies cover today's topic for more specific information. If your policy covers topics discussed in today's seminar, please contact the autism team by calling the number on the back of your insurance card.

6 "Embriano, Alana" (3489368064)

00:01:12.570 --> 00:01:32.570

Today I have the pleasure of introducing jagmeet Singh. Huh? Jeremy is a board certified behavior analyst for over a decade. She has led organizational leaders to create safe and dynamic workplaces that drive innovation and business results. She's invested in creating healthy workplaces that contribute to a.

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00:01:32.570 --> 00:01:53.810

Pushing society segment uses the science of organizational, behavioral management and acceptance and commitment training to promote what workplace wellbeing and to advance individuals, organizations and society through connection, education and behavior science her

organization behavior pivot counts consulting works with employees and.

8 "Embriano, Alana" (3489368064)

00:01:53.810 --> 00:02:04.837

Employers to create thriving, neuro, inclusive communities within the workplace like to thank you very much for being here today. And you are welcome to start your presentation. Thank you.

9 "Jagmeet Sangha" (897889792)

00:02:04.837 --> 00:02:23.540

So much, I am also excited to be here. I will have my video on in case. Anyone needs to access that, but I'm very excited to be here with everyone today to talk about a topic. I've been involved in a very passionate over many years using.

10 "Jagmeet Sangha" (897889792)

00:02:23.540 --> 00:02:39.360

Science to promote different workplace, readiness skills and a lot of talking about, um, how we can be promoting these skills early in childhood. Instead of kind of waiting until our children are grown up and they are ready for that transition in that independence.

11 "Jagmeet Sangha" (897889792)

00:02:39.360 --> 00:02:59.360

As a lot of mentioned, I am a board certified behavior analyst. I've worked with children and families in the homes and the schools in vocational settings, um, for most of my career, and being able to really promote more of these concepts and designs based approaches, um, to help families is really.

12 "Jagmeet Sangha" (897889792)

00:02:59.360 --> 00:03:08.040

What I'm striving to do, so I would be happy to share my information at the end. And so if anybody's interested in connecting or talking more would be happy to do that.

13 "Jagmeet Sangha" (897889792)

00:03:08.040 --> 00:03:20.010

Um, we have 1 hour and I have a lot of slides, um, and I full transparency. I have a lingering cough and so I'm sorry that that would be disruptive, um, that I will try to manage that.

14 "Jagmeet Sangha" (897889792)

00:03:20.010 --> 00:03:35.970

Um, so today's agenda we're gonna talk about embracing your diversity to promote purpose and performance and so really understanding this concept of what is newer diversity? Um, it's a fairly new terminology. We'll talk about some definitions there.

15 "Jagmeet Sangha" (897889792)

00:03:35.970 --> 00:03:48.450

We'll be talking very briefly about executive, functioning skills. Um, and then also incorporating some behavioral strategies, um, to create that Neuro inclusive learning spaces.

16 "Jagmeet Sangha" (897889792)

00:03:48.450 --> 00:03:53.730

So, we'll start with definitions.

17 "Jagmeet Sangha" (897889792)

00:03:53.730 --> 00:04:13.730

Since submitting these slides actually, this, this particular slide that I have on the definition list has grown. Um, there are so many new words, new perspectives and new understanding, in terms of, um, brain based differences and really understanding the lived experiences of individuals at any age.

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00:04:13.730 --> 00:04:20.730

That are expressing their needs their perspective, um, is absolutely critical for us to kind of keep in the forefront.

19 "Jagmeet Sangha" (897889792)

00:04:20.730 --> 00:04:40.730

So, the concept of newer diversity really just points to all of our minds. And so just the way that no, 2 people really look the same, or have the same fingerprint, or have, you know, the same exact taste. Um, our brains are wired very differently and we just cannot see that and so cognitive.

20 "Jagmeet Sangha" (897889792)

00:04:40.730 --> 00:04:53.159

We are showing up with different areas of strengths, different areas of challenges, different areas that we need support, um, in different areas that we can really, um, shine in as well.

21 "Jagmeet Sangha" (897889792)

00:04:53.159 --> 00:05:07.259

And so this concept, or this word actually dates back to, you know, the 990 s when a Australian sociologist Judy singer came up with the concept of near diversity, and is describing it um, as.

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00:05:07.259 --> 00:05:27.259

Just as critical as the bio diversity that we have in our environment and so without the biodiversity, without without all the different types of flowers and plants and animals, um, it would be a very different planet. And so in the same way, how do we create space? For brains that think differently, um, that interact with the world.

23 "Jagmeet Sangha" (897889792)

00:05:27.259 --> 00:05:29.399

Differently.

24 "Jagmeet Sangha" (897889792)

00:05:29.399 --> 00:05:49.169

When we talk about maybe neuron majority, that's what kind of the social structures have considered. This is normal behavior. This is normal way of thinking. This is kind of that, um, the, the majority or the typical way of behaving or perceiving the world.

25 "Jagmeet Sangha" (897889792)

00:05:49.169 --> 00:06:07.199

And so again, we have to be very careful, is that what is it in terms of our social buys our lived experiences that we've been kind of taught that this is normal versus this is not normal. And then, how do we slowly begin to think actually, all things are normal and how do we create space for them?

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00:06:07.199 --> 00:06:25.919

And then neuro divergent is a very specific word, um, specifically, you know, being able to encompass somebody that does have a cognitive difference such as autism ADHD, dyslexia. Um, so, anything that would fall really within that umbrella.

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00:06:25.919 --> 00:06:46.969

And so, in order to be able to create a social space, like, I mentioned where all of these differences can be again considered as celebrated or, you know, it is okay, that everyone is thinking differently. We want to take a neural affirmative approach and so being able to understand the individual where they're coming.

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00:06:46.969 --> 00:07:06.969

From what their motivations are, what their strengths are, um, and not necessarily overlooking their, their challenges or, you know, the ways that they need support because, you know, we don't want to disregard that. We still want to be able to provide the supports, but maybe leaning in a little bit more and a little bit heavier into. How can we affirm.

29 "Jagmeet Sangha" (897889792)

00:07:06.969 --> 00:07:13.919

Um, their, their, um, talents, or how can we affirm um, some of the behaviors that they're engaging in.

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00:07:13.919 --> 00:07:23.369

And how can we really help them shine through that? And by having that neuro affirmative approach, what we do is we create neuro inclusion.

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00:07:23.369 --> 00:07:43.369

So, we all know kind of what the word inclusion is. Um, so being able to again related around the topic of these brain based differences, how do we have inclusion for everybody? Um, and how do we make sure that, um, anyone that is thinking differently has base, uh, whether it's in the workplace, whether it's in schools, whether it's in the.

32 "Jagmeet Sangha" (897889792)

00:07:43.369 --> 00:07:48.299

Or in society.

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00:07:48.299 --> 00:07:51.509

So, as I'm saying, there's no right. Way of thinking.

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00:07:51.509 --> 00:08:03.149

And when we talk about the developmental conditions, we're talking about how the brain is developing and how it affects our brains functions. And all of our brains are developing very differently.

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00:08:03.149 --> 00:08:18.209

Our social environments have a a huge part in terms of how we develop our environment is an indicator. Um, and it's kind of like the spark to the behavior of how we, how we act and how we take in, um, our lived experiences.

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00:08:18.209 --> 00:08:23.129

And a lot of times conditions like autism, ADHD and dyslexia.

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00:08:23.129 --> 00:08:43.129

This will show up early in a child's life, and they can, you know, really range from mild impairments where maybe a family member an educator may not even recognize some of these differences um, to something that's very severe and so really being, um, you know, noticing the challenges noticing, you know, what is it that you're.

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00:08:43.129 --> 00:08:47.639

Child is leaning towards where is it that they're having? Um, they're struggling.

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00:08:47.639 --> 00:08:51.179

That is really important to kind of be able to pinpoint early on.

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00:08:51.179 --> 00:09:09.119

1, and 5 children in the U. S have a learning and attention issue or so, you know, anything then, in terms of attending to maybe tasks or assignments or instructions um, however, only very small subset receive specialized instruction or accommodations.

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00:09:09.119 --> 00:09:15.389

So, if you are familiar with an individualized education plan.

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00:09:15.389 --> 00:09:35.389

Only 1, in 16 students that may be eligible for an AP is, are actually receiving that and research shows that only 1 in 50 students are receiving what's called, foresee plan and so similar. What type of accommodations can help this child succeed in the school setting. So.

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00:09:35.389 --> 00:09:44.489

Maybe they need a quieter space. Maybe they need smaller group instruction. Maybe they need certain fidgets. Maybe they need a different approach in teaching.

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00:09:44.489 --> 00:10:00.059

And so, when we're looking at that very small subset, we can see that millions of children are not formally identified in terms of needing supports. And they are really not receiving any of these supports. And this is critical in those early years.

45 "Jagmeet Sangha" (897889792)

00:10:00.059 --> 00:10:05.309

And so naturally, if you are going to school, and the teacher is saying.

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00:10:05.309 --> 00:10:17.399

Pick up a pencil and, you know, complete this task, but nobody's ever provided you a pencil and you don't have the skill set to ask for a pencil or you don't even know that you're missing a pencil.

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00:10:17.399 --> 00:10:21.659

I don't think you're going to be able to complete that task that is being asked of, you.

48 "Jagmeet Sangha" (897889792)

00:10:21.659 --> 00:10:25.559

And so being able to look at it in the perspective, is that.

49 "Jagmeet Sangha" (897889792)

00:10:25.559 --> 00:10:29.039

If we aren't able to help identify those needs.

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00:10:29.039 --> 00:10:49.039

And where those challenges are, and then be able to provide the necessary supports for that individual for that youngster, to be able to thrive that will they're very likely and can lead to. So, some sort of CO, occurring conditions. And so maybe a child has autism. That has not been identified yet. Accommodations have not been made.

51 "Jagmeet Sangha" (897889792)

00:10:49.039 --> 00:11:10.009

For them, and maybe, because of this feeling of I'm not sure how to communicate, or how to show up in this space that can lead to social anxiety depression, um, and other mental health related conditions and these conditions can really range the symptoms range. Um, and so we have to really look at individuals at a very specific.

52 "Jagmeet Sangha" (897889792)

00:11:10.009 --> 00:11:14.579

Basic level individualized level to understand what their particular needs are.

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00:11:17.759 --> 00:11:37.759

So, there's an implication of social stigma when we are, you know, again, showing up in this space, where we're asked to do something that's different than how we want to behave react or how we understand what those social settings are. Um, we may be.

54 "Jagmeet Sangha" (897889792)

00:11:37.759 --> 00:11:44.909

You know, trying to hide and what's called masking maybe are more authentic forms and so.

55 "Jagmeet Sangha" (897889792)

00:11:44.909 --> 00:11:48.329

And common way to think about this is, you know.

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00:11:48.329 --> 00:12:08.329

Excuse me, um, being able to mask maybe, um, certain stemming behavior. So, assuming behavior, um, commonly maybe kind of in that

autism lens is seen as someone may be rocking back and forth. Maybe flapping hands. Um, you know, something that we would say is a sensory.

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00:12:08.329 --> 00:12:22.139

That's happening, um, however, assuming behavior is also taking a pen, which I commonly am doing and just kind of moving it around. And if you can see, I just have a pen in my and my between my 2 fingers and just moving that.

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00:12:22.139 --> 00:12:41.729

Streaming behavior is also just kind of shaking your leg if you're sitting or pacing back and forth, or playing with your hair these are all sensory behaviors and sometimes these behaviors show up and are a little bit more amplified when we're in a setting that maybe we're nervous or maybe we are.

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00:12:41.729 --> 00:12:48.509

I'm taking a test and we're, we're trying to focus and we're just trying to cope with what's happening around us.

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00:12:48.509 --> 00:13:05.069

And a lot of times these behaviors can have a social stigma and so, you know, saying, oh, you know, that individual is, you know, pacing back and forth too fast or again, they are rocking back and forth or flapping their hands. When they're really excited jumping up. And down or on their toes.

61 "Jagmeet Sangha" (897889792)

00:13:05.069 --> 00:13:25.069

And so often times when we look at therapies or interventions, they may begin to want to, um, kind of decrease these types of behaviors, but by decreasing them, we're really trying to teach that individual that it's just not appropriate to do that. And by doing that again, we're suppressing this kind of natural need on this.

62 "Jagmeet Sangha" (897889792)

00:13:25.069 --> 00:13:36.569

Their authentic way of expressing themselves and so this can also can lead to that social trauma or, you know, unsafe experiences to really disclose. Hey, I have this need.

63 "Jagmeet Sangha" (897889792)

00:13:36.569 --> 00:13:54.689

Or, um, you know, by doing this behavior, it makes me feel comfortable. This is a coping mechanism and so really being able to,

um, have a space where, within the workplace, or within the school setting, or in the home. Um, really understand where some of these behaviors come from.

64 "Jagmeet Sangha" (897889792)

00:13:54.689 --> 00:14:14.689

The 2020 study published in the Journal of autism and developmental disorders, finding that masking traits, um, have an increased risk of individuals, sense of belonging um, and can lead to, you know, suicidal thoughts. And so, again, constantly having this feeling of I shouldn't be engaging this behavior.

65 "Jagmeet Sangha" (897889792)

00:14:14.689 --> 00:14:18.149

It's coming natural to me, but yet I need to suppress it.

66 "Jagmeet Sangha" (897889792)

00:14:18.149 --> 00:14:25.799

It's not okay, it's not appropriate. Um, it can be very, very harmful, um, for individuals at any age.

67 "Jagmeet Sangha" (897889792)

00:14:29.249 --> 00:14:49.249

So, the medical model versus the social model, and so oftentimes like myself, um, board, certified behavior analysts, we provide ABA therapy in home in schools, and we're often running through kind of that medical model. And, um, and the reason for that is that sometimes if we're funded by.

68 "Jagmeet Sangha" (897889792)

00:14:49.249 --> 00:15:00.959

So, we're kind of looking at, you know, we're working and collaborating with the medical professionals and saying, hey, this is what the needs are and this is how we need to intervene or establish an intervention.

69 "Jagmeet Sangha" (897889792)

00:15:00.959 --> 00:15:06.959

The medical model unfortunately focuses a lot on the disability the diagnosis.

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00:15:06.959 --> 00:15:17.879

The treatment and the cure in terms of how do we hear this? Um, you know, the disorder or anything that, um, the child is struggling with.

71 "Jagmeet Sangha" (897889792)

00:15:17.879 --> 00:15:37.879

Now, we are slowly changing from the medical model to that social model, with a lot more awareness, a lot more of a Neuro affirmative

approach to intervention, and a lot more understanding of the lived experiences and research. That's really indicating that. How do we get away from curing.

72 "Jagmeet Sangha" (897889792)

00:15:37.879 --> 00:15:52.649

Or understanding, or just really heavily focused on the disability to really understanding what are the barriers in society? What is it that we can be changing in our social structures? And where do we see opportunities.

73 "Jagmeet Sangha" (897889792)

00:15:52.649 --> 00:16:12.649

We see opportunities with the child who may be, you know, switching the light switch on and off on and off. Right? And we might say in the medical model. Well, um, this child is really focused and this is for separating behavior. They're doing this. We must stop this versus how do we become curious? You're switching the light switch on and off.

74 "Jagmeet Sangha" (897889792)

00:16:12.649 --> 00:16:29.309

On and off, where is this curiosity coming from? Are you curious about what makes it on what makes it turn off what are ways that we can get you to learn about this, or be able to maybe find something else, which is on enough for you for you to be able to meet some of those same needs.

75 "Jagmeet Sangha" (897889792)

00:16:29.309 --> 00:16:49.309

And so, within the social model, within the workplace, again, if you see an application, you know, for an employer sees that, somebody with an intellectual disability has applied the medical model may be focusing on. Well, we don't have the right support structures on our team, um, in our leadership team to really support somebody, uh, with this type of need and so.

76 "Jagmeet Sangha" (897889792)

00:16:49.309 --> 00:16:54.239

This is not going to be a good cultural fit for the company versus a social model is saying.

77 "Jagmeet Sangha" (897889792)

00:16:54.239 --> 00:17:06.779

Okay, well, this person is very motivated to apply here is showing clear interest, um, demonstrates, you know, loyalty in terms of previous work experience. Um.

78 "Jagmeet Sangha" (897889792)

00:17:06.779 --> 00:17:09.989

Or retention and so what are the things that we can really.

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00:17:09.989 --> 00:17:19.379

Recognize as a strength base, and then be able to build upon that and find opportunities where they can shine. Um, and where they can fit in within that work place.

80 "Jagmeet Sangha" (897889792)

00:17:19.379 --> 00:17:40.819

So really, what we're doing here is, we're trying to create this mindset shift at that social level. So shifting from only asking autistic people to change to creating social space for those differences. And so, whereas a lot of interventions are focusing on how do we change this behavior? How do we teach these skills? How do we.

81 "Jagmeet Sangha" (897889792)

00:17:40.819 --> 00:17:56.549

Minimize these, um, these repetitive behaviors, um, to really begin to promote more of that neuro forming environment and then spreading more education and knowledge, um, in mainstream society to say.

82 "Jagmeet Sangha" (897889792)

00:17:56.549 --> 00:18:01.799

Yes, this person is working on changing these behaviors they're working on.

83 "Jagmeet Sangha" (897889792)

00:18:01.799 --> 00:18:21.799

You know, um, creating, um, or acquiring new skills, like having conversations or being direct and clear with their communication. Um, but they still struggle on these areas, but just because they have these areas that they do struggle in, we shouldn't, um, disregard their ability or their talent.

84 "Jagmeet Sangha" (897889792)

00:18:21.799 --> 00:18:44.749

Or their, um, their actual strengths. So, research from the University of Texas Dallas found that autism acceptance training, whereas really able to help to mitigate some of these explicit biases. And I think this was like a 7 or 9 minute video that, um, the researchers showed, um, to different individuals and just by watching the video, there was a lot more.

85 "Jagmeet Sangha" (897889792)

00:18:44.749 --> 00:18:59.129

A greater sense of acceptance of oh, okay. I understand what autism is and, you know, I'm not as fearful in terms of, you know, um, what that individual is doing. They, they are processing information differently and therefore I can connect with them.

86 "Jagmeet Sangha" (897889792)

00:18:59.129 --> 00:19:03.059

Unfortunately, the implicit bias still remained.

87 "Jagmeet Sangha" (897889792)

00:19:03.059 --> 00:19:23.059

So, despite that education, despite that awareness, there was still a sense of well, maybe this autistic individual is just not capable of doing this. Well, I think autism still appears this way. And so we have to be very, very mindful that there is a great deal of.

88 "Jagmeet Sangha" (897889792)

00:19:23.059 --> 00:19:27.899

Cognitive biases that we all carry as a day to day.

89 "Jagmeet Sangha" (897889792)

00:19:27.899 --> 00:19:36.449

And these are very important, they're important because they teach us how to behave once we've had that interaction. So our brain.

90 "Jagmeet Sangha" (897889792)

00:19:36.449 --> 00:19:54.599

Naturally learning with every single interaction throughout the day. Uh, we, we are developing this bias to understand the world. We know here where I am, it's been raining for a couple of days. It doesn't always rain here and so we know, okay when I walk out of the house, I do have to remember my umbrella today.

91 "Jagmeet Sangha" (897889792)

00:19:54.599 --> 00:20:14.599

And so these are these biases, these are these learned behaviors that we create over time. And unfortunately, sometimes these biases can lead to very harmful thinking, especially around maybe a group of people. Um, maybe whether that's gender race, um, Neuro differences. And so.

92 "Jagmeet Sangha" (897889792)

00:20:14.599 --> 00:20:34.599

Understanding, how do how do we emotionally show up and how do we understand that? Sometimes our immediate reaction to something may not be the correct reaction. It may be a lot of the biases that we've been kind of, privy to the learned experiences. Um, the lived experiences that we've had.

93 "Jagmeet Sangha" (897889792)

00:20:34.599 --> 00:20:41.549

And that we're kind of combining and meshing in together to create an outcome that we think is appropriate.

94 "Jagmeet Sangha" (897889792)

00:20:41.549 --> 00:20:54.599

Um, for the sake of time, I might skip this exercise, but I will kind of describe it. I typically try to do a, um.

95 "Jagmeet Sangha" (897889792)

00:20:54.599 --> 00:21:14.599

A short exercise where I have the participants all of you, if I had you in person, um, kind of really visualized an opportunity where somebody is going into their 1st day of work. And as they are going into work, they're starting to meet people, um, their new director, their, their leadership team.

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00:21:14.599 --> 00:21:29.819

Um, and they're finding that these people are really compassionate, they're very friendly. Um, and they're feeling making them feel very comfortable. They're very transparent in terms of, you know, all of their, their personal experiences and what they expect out of the job.

97 "Jagmeet Sangha" (897889792)

00:21:29.819 --> 00:21:43.589

And at the end of the visualization, we talk as a group in terms of, you know, what these describe these individuals that I talked about in terms of their roles and the way that they made you feel so comfortable.

98 "Jagmeet Sangha" (897889792)

00:21:43.589 --> 00:21:55.199

And being able to really go through this visualization and talk about these biases that did anyone in the room, think that, you know, the HR director that talked about.

99 "Jagmeet Sangha" (897889792)

00:21:55.199 --> 00:22:02.189

His, um, anxiety or his struggles with this anxiety, is that the reason why you felt really comfortable.

100 "Jagmeet Sangha" (897889792)

00:22:02.189 --> 00:22:16.019

Or did the direct supervisor, um, that you felt was really transparent with you was really supportive? Did he was he vulnerable and share it disclosed with you that he had ADHD.

101 "Jagmeet Sangha" (897889792)

00:22:16.019 --> 00:22:24.689

And so, so many times we want to keep this separated and again, it's that experience of if I disclose to my workplace.

102 "Jagmeet Sangha" (897889792)

00:22:24.689 --> 00:22:31.799

That I have this struggle, or I have a need, I need accommodations or it's hard for me to do X Y, and Z.

103 "Jagmeet Sangha" (897889792)

00:22:31.799 --> 00:22:51.799

Or I have been diagnosed with this that may have a, you know, a consequence that I'm not ready to face, especially in our workplace or, you know, in that professional setting and so being able to really remove and detach ourselves from, you know, what these stigmas are in terms of what this means, and really begin to shift.

104 "Jagmeet Sangha" (897889792)

00:22:51.799 --> 00:23:02.849

Towards that strength based learning we know that over half of young adults with autism receive no vocational or life skills training in their early twenties.

105 "Jagmeet Sangha" (897889792)

00:23:02.849 --> 00:23:10.379

So, 53% of, you know, artistic individuals that are going to college, have graduated college.

106 "Jagmeet Sangha" (897889792)

00:23:10.379 --> 00:23:30.379

They're not given opportunities to have this vocational training and so if we have this concept of, you know, how do we create more space? How do we create more vulnerability in the workplace? We have to begin by creating training opportunities. We have to begin very, very early on for.

107 "Jagmeet Sangha" (897889792)

00:23:30.379 --> 00:23:50.539

You know, our 1st, and 2nd, and 3rd graders is begin to talk about the workplace and begin to learn the skill sets that they're going to need as adults because between 5 and 15 to 25 times seems to go really, really fast. Um, and then next thing, you know, we're back at 35, 45, and we're still struggling.

108 "Jagmeet Sangha" (897889792)

00:23:50.539 --> 00:24:06.539

With creating that space, that Neuro inclusive that's Neuro affirming. That really understands that brain based differences can actually have a competitive advantage and it can really help organizations not just organizations. It can help society.

109 "Jagmeet Sangha" (897889792)

00:24:06.539 --> 00:24:15.359

So, there's been a lot of research done by some really big, um, organizations. J. P. Morgan Chase Hewlett Packard.

110 "Jagmeet Sangha" (897889792)

00:24:15.359 --> 00:24:35.359

Uh, the founder of Virgin, um, so, Richard Branson, so, just so much understanding that's starting to emerge and talking about, you know, the productivity levels of somebody with autism, um, the retention rates. Um, so, Richard Branson has a wonderful quote, talking.

111 "Jagmeet Sangha" (897889792)

00:24:35.359 --> 00:24:41.879

About, you know, people with ADHD are 300% more likely to start their own company.

112 "Jagmeet Sangha" (897889792)

00:24:41.879 --> 00:25:01.879

And why is that? Because you're thinking differently they're bringing a different perspective to the table. They are interacting with the world differently. And I should really say we all are because I really don't want to isolate any 1 way of thinking, but everyone is thinking differently. But are we all given the right support?

113 "Jagmeet Sangha" (897889792)

00:25:01.879 --> 00:25:07.229

In the right environment to really be able to blossom and flourish in the way that.

114 "Jagmeet Sangha" (897889792)

00:25:07.229 --> 00:25:12.089

Our thoughts and our experiences can really manifest in a positive way.

115 "Jagmeet Sangha" (897889792)

00:25:12.089 --> 00:25:29.729

And so, oops, sorry, so, again, building on these strains, we know that Neuro diverse minds, particularly they have talent constraints in terms of their focus. Maybe some of the rigidity that we were talking about.

116 "Jagmeet Sangha" (897889792)

00:25:29.729 --> 00:25:41.039

You know, something where oftentimes I'll talk to parents and say, well, he only wants to talk about this 1 subject, or he is only focused on, um, playing this 1 game.

117 "Jagmeet Sangha" (897889792)

00:25:41.039 --> 00:25:49.409

Or he's actually really just interested in bugs. Um, and actually the, the creator and the founder of Pokemon, um.

118 "Jagmeet Sangha" (897889792)

00:25:49.409 --> 00:26:09.409

Oh, my gosh, the name is gone right now, but the creator of, you know, his childhood kind of reports from his teacher and his educational experience was a lot of that is that he's only focused on bugs and he's only doing what he wants to do and he's not really fitting into the classroom. He's not fitting into, you know, what the expectation.

119 "Jagmeet Sangha" (897889792)

00:26:09.409 --> 00:26:23.369

Are in terms of compliance and complying and by just focusing on that 1 thing, he was actually create able to create something, like, poking on, which is, you know, so big right now if you're familiar with poking on.

120 "Jagmeet Sangha" (897889792)

00:26:23.369 --> 00:26:43.369

And so how do we actually take this this idea that somebody is just focused and really, really engaging in that repetitive behavior? And instead of trying to extinguish that and saying, you know, we really got to get them to stop thinking about this too. Let's give them space to breathe and give them the opportunities.

121 "Jagmeet Sangha" (897889792)

00:26:43.369 --> 00:27:03.369

Really dive into this and why don't we build their world around some of these concepts. So, if your child is really interested in bugs, um, but you need them to brush your teeth, you know, sometimes simple things of like, let's put that bug sticker on your toothbrush or let's put the bugs sticker on your homework paper. Every time you do.

122 "Jagmeet Sangha" (897889792)

00:27:03.369 --> 00:27:09.599

Your homework, if, you know, your child is really interested in.

123 "Jagmeet Sangha" (897889792)

00:27:09.599 --> 00:27:23.969

Um, you know, certain types of plans, so, again, being able to take what their universe is, and be able to generalize that into the common world and getting them to really understand, how can they take their preferred.

124 "Jagmeet Sangha" (897889792)

00:27:23.969 --> 00:27:32.279

Um, areas of focus and then be able to generalize it and succeed with the other kind of demands and needs of life as well.

125 "Jagmeet Sangha" (897889792)

00:27:32.279 --> 00:27:52.279

There is a very strong attention to detail with a newer divergent mind and so a lot of times, um, I recently was speaking to a company where

they wanted me to come and talk about having the team just focus on 1 task at a time and funny enough as I was doing this presentation, you know, I had so many slides.

126 "Jagmeet Sangha" (897889792)

00:27:52.279 --> 00:28:12.279

On these are actually the superpower, the talents of a newer divergent mind, and there was a lot of conversation that sparked from the audience of saying I actually feel that way I actually feel that when I'm doing this 1 task, I just want to do that 1 task, but then I am bombarded with all of these other tasks. So I, it's difficult for me.

127 "Jagmeet Sangha" (897889792)

00:28:12.279 --> 00:28:21.389

To prioritize because I'm so much kind of indulging in getting this completed or really trying to get creative with, with doing that.

128 "Jagmeet Sangha" (897889792)

00:28:21.389 --> 00:28:41.389

And again, so much skilled, and so much talent with patterns and codes and science and innovation in general. We are living in an age where many? Many many of the leaders, um, that are creating a lot more technology and a lot more kind of forward motion kind of innovation are coming out.

129 "Jagmeet Sangha" (897889792)

00:28:41.389 --> 00:29:01.389

Saying I have a newer divergent mind, whether it's autism ADHD dyslexia, and being able to use that as a role model for our children very early on and say, hey, this is someone that didn't really feel that they fit in in that way. So, how do we help you as a 1st grader? 3rd grader?

130 "Jagmeet Sangha" (897889792)

00:29:01.389 --> 00:29:04.469

7th grader fit into your environment.

131 "Jagmeet Sangha" (897889792)

00:29:04.469 --> 00:29:12.929

And how do we have you lean on to your strings while also having to complete your homework on time having to show up to class on time.

132 "Jagmeet Sangha" (897889792)

00:29:12.929 --> 00:29:22.499

Possibly having to socialize a little bit. So these are still things that we need to do but how do we take that strength? And how do we use that as that core motivation?

133 "Jagmeet Sangha" (897889792)

00:29:22.499 --> 00:29:32.189

Typically, when you're working with somebody, we want to consider trauma we know that a typical behaviors by social construct.

134 "Jagmeet Sangha" (897889792)

00:29:32.189 --> 00:29:40.499

Often time are receiving punishment and judgment we see that within our personal biases, we see that when we do that reflection or that.

135 "Jagmeet Sangha" (897889792)

00:29:40.499 --> 00:29:44.069

Uh, visualization of who belongs where in society.

136 "Jagmeet Sangha" (897889792)

00:29:44.069 --> 00:29:51.209

Naturally for me, you know, there's people certain genders, certain races, certain behaviors that.

137 "Jagmeet Sangha" (897889792)

00:29:51.209 --> 00:30:03.659

That fit into certain roles in terms of professions, or, um, you know, anywhere kind of within my brain or my lived experience of. Okay, this person must be doing that.

138 "Jagmeet Sangha" (897889792)

00:30:03.659 --> 00:30:15.779

And so we have to be checking our own bias. We have to know how do we respond to the behaviors of others if somebody is walking towards us and they are flapping their hands, or they're walking back and forth.

139 "Jagmeet Sangha" (897889792)

00:30:15.779 --> 00:30:28.349

Are we going to say, oh, I'm going to walk across the street or are we comfortable enough to say, you know, this person is maybe thinking about something this is a coping mechanism. I can still smile at them. I can still be friendly.

140 "Jagmeet Sangha" (897889792)

00:30:28.349 --> 00:30:31.859

And then how do we celebrate and value those differences.

141 "Jagmeet Sangha" (897889792)

00:30:31.859 --> 00:30:37.859

That being able to recognize individual by understanding hey, this person has a talent.

142 "Jagmeet Sangha" (897889792)

00:30:37.859 --> 00:30:57.859

Or a strength that's very, very different to mine something that I don't recognize as a strength for myself or something. I didn't even recognize as, you know, important. Like, bugs bugs is the last thing

on my list of things that I would want to be researching, or playing with, or interested in, but he bugs are now created.

143 "Jagmeet Sangha" (897889792)

00:30:57.859 --> 00:31:07.979

Into something like poking, man that my children love and so how do you create those connections? And how do you say, hey, this is an interest that I'm not familiar with.

144 "Jagmeet Sangha" (897889792)

00:31:07.979 --> 00:31:21.209

But you are very familiar with and this is very motivating for you. So, how do we within that behavioral lens, use that motivation to help you lean into it a little bit more and achieve, um, achieve your other goals as well.

145 "Jagmeet Sangha" (897889792)

00:31:21.209 --> 00:31:33.509

I think my cough has been okay, so, for this next section, we'll talk very briefly about executive functioning skills.

146 "Jagmeet Sangha" (897889792)

00:31:33.509 --> 00:31:41.009

Um, and really focusing on that early, um, in order to kind of achieve that long term success.

147 "Jagmeet Sangha" (897889792)

00:31:41.009 --> 00:31:57.779

Executive functioning, if you are familiar with this term, it's the cognitive skills that help individuals manage activities, achieve goals, state, organized plan for future events. It's kind of our, the part of our brain that's really just helping us.

148 "Jagmeet Sangha" (897889792)

00:31:57.779 --> 00:32:01.529

Navigate the world survive our world. Um.

149 "Jagmeet Sangha" (897889792)

00:32:01.529 --> 00:32:05.159

I really accomplish those tasks. So, even from.

150 "Jagmeet Sangha" (897889792)

00:32:05.159 --> 00:32:25.159

I need to pay this bill to oh, I sat down to pay this bill, but then I saw this email and then my child started crying. Then. I forgot. I had pasta on the stove that can all kind of play a part in that executive functioning. How do we maintain organization in our environment? Um, in our minds so that way we know. Okay, this is.

151 "Jagmeet Sangha" (897889792)

00:32:25.159 --> 00:32:28.409

Right now I'm paying this bill. Let me get this task completed.

152 "Jagmeet Sangha" (897889792)

00:32:28.409 --> 00:32:43.919

And then I can tend to and prioritize, maybe I need to get the pasta and my child before I send to this email. And so, how do we use these skills and introduce these to our young ones early on, um, in the home setting and in the school setting.

153 "Jagmeet Sangha" (897889792)

00:32:43.919 --> 00:33:03.919

These skills are common struggles, but we can really train our brain to learn them. So, most all of us most, all of us really struggled with executive, functioning skills at some level. So, when we're talking about, you know, um, staying organized, there's plenty of times where we are not organized, because it's just not possible.

154 "Jagmeet Sangha" (897889792)

00:33:03.919 --> 00:33:24.889

Um, manage emotions, you know, life is hitting us hard. It's hard for us to manage those emotions. It's hard for us to get in those healthy routines and habits to pull ourselves from that. And so how do we set those priorities? How do we maintain a rhythm for ourselves and recognize what's happening inside in our minds and our bodies.

155 "Jagmeet Sangha" (897889792)

00:33:24.889 --> 00:33:29.039

So, that way, our outward behavior is aligning to them.

156 "Jagmeet Sangha" (897889792)

00:33:29.039 --> 00:33:43.259

And more than 15% of the general population that identifies as newer divergent is struggles with executive, functioning um, even more than the, um, the common population.

157 "Jagmeet Sangha" (897889792)

00:33:43.259 --> 00:34:03.259

So, very specifically executive functioning impacts near divergent individuals with, you know, difficulties and time management. Um, you know, I work with a lot of clients that, you know, we have very specific tasks of, you know, filling out multiple applications a day or attending maybe a job fair. And.

158 "Jagmeet Sangha" (897889792)

00:34:03.259 --> 00:34:15.839

So, you know, kind of managing that time of, like, well, actually today, I kind of went down this rabbit hole researching this, and I wasn't able to complete this task. And so how do you kind of manage that time? Especially.

159 "Jagmeet Sangha" (897889792)

00:34:15.839 --> 00:34:25.169

If you are in an employment setting, or in a workplace setting, how do you really make sure that you're creating time and space to complete, um, important tasks?

160 "Jagmeet Sangha" (897889792)

00:34:25.169 --> 00:34:35.669

Problem with organization, so this can be organizing your thoughts, your communication, your ideas, maybe even your belongings. Um, you know.

161 "Jagmeet Sangha" (897889792)

00:34:35.669 --> 00:34:55.669

I lose my keys all the time and why, I don't know I haven't said place, but they're always not there. And so, you know, how do you create systems for yourself to make sure that things? Are you have a place for those things. So, that way, you can stay in that rhythm, um, with with at least your belongings and your physical things, but very similarly. Um.

162 "Jagmeet Sangha" (897889792)

00:34:55.669 --> 00:35:02.879

Hide your mind, what are the ways that you're communicating your thoughts? Uh, what are the ways that you are? Um.

163 "Jagmeet Sangha" (897889792)

00:35:02.879 --> 00:35:10.919

You have these ideas and sometimes it's a flood of ideas because you're focusing on that 1 thing. But how do you maintain organization with that?

164 "Jagmeet Sangha" (897889792)

00:35:10.919 --> 00:35:30.919

And then organization with prioritization so, especially when you have a lot of deadlines, or maybe a very complex deadline to do, um, this is, you know, absolutely normal for all of us. We don't want to start our taxes already. We don't want to start writing that report. That's due next week.

165 "Jagmeet Sangha" (897889792)

00:35:30.919 --> 00:35:47.429

We don't want to, you know, complete, um, get our cars oil change until we get that final reminder. There. There's so much in terms of the initiation of yeah, I know that I have to do it, but it's just not fitting into today. And how do I get it to prioritize and fit in.

166 "Jagmeet Sangha" (897889792)

00:35:47.429 --> 00:35:53.309

So, from that behavioral perspective, there is certainly our systems.

167 "Jagmeet Sangha" (897889792)

00:35:53.309 --> 00:36:01.589

Excuse me there are certain systems for success that we can utilize.

168 "Jagmeet Sangha" (897889792)

00:36:01.589 --> 00:36:21.589

Timers and visuals, um, the most simple 1 and so, especially if, you know, hey, this is an idea that I might really get sucked into because I'm excited about this, um, setting a timer for yourself. Maybe it's an hour. Maybe it's 3 hours and saying, when that time it rings, I'm committed to standing up and going for a.

169 "Jagmeet Sangha" (897889792)

00:36:21.589 --> 00:36:25.979

Walk because going from something that you're really in the group for.

170 "Jagmeet Sangha" (897889792)

00:36:25.979 --> 00:36:42.479

To doing your taxes probably, is not the right transition, but I'm gonna stand up. Maybe I wanna take some Labs in my house or out of my house, or, you know, do something to kind of change that scenery. And so that way, you can actually transition and shift to a different task.

171 "Jagmeet Sangha" (897889792)

00:36:42.479 --> 00:37:02.479

Visuals are great. I personally, like, little checklist all day every day. And so those are the visuals on my desk of hey, these are the things that I have to do and it's actually very rewarding for me when I cross it out. And I have a little box that I put it in. Um, and so being able to really, you know, say, hey, these are the things that I need to do.

172 "Jagmeet Sangha" (897889792)

00:37:02.479 --> 00:37:09.749

Who, and how do I, how many things that I achieved this week? And so the more I can see my sticky notes kind of piling up.

173 "Jagmeet Sangha" (897889792)

00:37:09.749 --> 00:37:12.899

Um, the more excited I get in terms of my achievement.

174 "Jagmeet Sangha" (897889792)

00:37:12.899 --> 00:37:19.559

I do see a question, come in and said a great question. So I will actually answer that. Um, right after this slide.

175 "Jagmeet Sangha" (897889792)

00:37:19.559 --> 00:37:34.289

Self management is a really wonderful 1 and so self management tools come in all sorts of different ways. Um, it could be behavior contracts, which is the next 1 here. Um, it's maybe, uh, a system that you've established with somebody else and saying, hey.

176 "Jagmeet Sangha" (897889792)

00:37:34.289 --> 00:37:54.289

I'm going to commit to going to the gym 3 times a week. You're going to be my accountability, buddy, we're going to do this together. This is how I'm going to show up, and every time I go well, I'm going to be able to treat myself with maybe Netflix on the weekend or, um, you know, a walk at the park or dinner with the friend that I'm going to.

177 "Jagmeet Sangha" (897889792)

00:37:54.289 --> 00:38:09.239

And so what are the ways that you identify your own needs and often times for little ones we don't think about having their needs and their kind of, um, preferences that they vocalize. And so we'll, we'll do these assessments on them. And we'll say.

178 "Jagmeet Sangha" (897889792)

00:38:09.239 --> 00:38:29.239

These are the things that they're gravitating towards, and they enjoy but being able to really sit down and ask them. What is it that you want to be doing? What is it that you want to accomplish? Um, and having them write out or draw out their contract and so saying, hey, this is me doing my homework or brushing my teeth or, you know, um, being able to.

179 "Jagmeet Sangha" (897889792)

00:38:29.239 --> 00:38:41.040

Make new friends, and once I do it, this is me getting my reward and being able to start small and kind of use that method. Um, and these are systems then, you know, once you've created.

180 "Jagmeet Sangha" (897889792)

00:38:41.040 --> 00:38:45.210

Once you build a habit, you can really use this in the workplace.

181 "Jagmeet Sangha" (897889792)

00:38:45.210 --> 00:39:05.210

Most of us cannot function. Well, I speak for myself, I cannot function without the calendar telling me where to go and what time to go. Um, I rely on this tool very heavily. Um, a task analysis is something that you break down each small component of the task analysis. So oftentimes, if you are building a new toy.

182 "Jagmeet Sangha" (897889792)

00:39:05.210 --> 00:39:25.210

Or you get, you know, a sofa that you ordered, and you have to actually build it or that table. So you're following step by step instructions in terms of how to do it. And you can actually do this for yourself. Especially in the workplace of if you need support, in terms of, hey, how I'm going to get this.

183 "Jagmeet Sangha" (897889792)

00:39:25.210 --> 00:39:31.110

Report completed break down the skill set. Well, today I need to do these interviews.

184 "Jagmeet Sangha" (897889792)

00:39:31.110 --> 00:39:51.110

And tomorrow, my goal is to, um, complete the intro, then I need to do these 3 things. And so that way, you're not saying, okay, I got to do the report. You actually just kind of creating these small little steps. Um, and then you're being able to create that chain for yourself in terms of how can I use this for the future in terms of the.

185 "Jagmeet Sangha" (897889792)

00:39:51.110 --> 00:40:03.960

Steps that I need to complete this task and then the last 1 is mindfulness and meditation. This comes up, um, through that science, behavioral science specifically, in terms of.

186 "Jagmeet Sangha" (897889792)

00:40:03.960 --> 00:40:14.820

How do we deal with our biases? How do we deal with the, um, learned behavior that we already have wired within us? And how do we slow down a little bit.

187 "Jagmeet Sangha" (897889792)

00:40:14.820 --> 00:40:27.060

because we are all running on autopilot most of the time and so between waking up to everything you need to do before eight zero am sometimes or before ten zero a m it's a lot

188 "Jagmeet Sangha" (897889792)

00:40:27.060 --> 00:40:47.060

And so being able to really have space for ourselves to slow down and say, what is it that I need to focus on today? What's the 1 thing that I need in order to check off that list, or be able to be sure that I can be mindful in terms of the way that I am showing up to the.

189 "Jagmeet Sangha" (897889792)

00:40:47.060 --> 00:40:50.850

Place or into the world.

190 "Jagmeet Sangha" (897889792)

00:40:50.850 --> 00:41:02.400

So, we had a question come in, um, is it recommended to disclose a newer divergent diagnoses to an employer and if so, at what point would you do this? Um.

191 "Jagmeet Sangha" (897889792)

00:41:02.400 --> 00:41:13.170

This is very, very individualized in terms of what your needs are, what the employer responses and so I can give I can kind of give both examples. And so.

192 "Jagmeet Sangha" (897889792)

00:41:13.170 --> 00:41:32.760

There's a lot of movement towards kind of this Neuro inclusion, affirmative Neuro affirming workspaces. And so if you have an employer that is already bringing these concepts, or maybe the concepts of universal designs of learning. So, in terms of.

193 "Jagmeet Sangha" (897889792)

00:41:32.760 --> 00:41:52.760

There is space already for people to request accommodations, or be flexible in timelines, or be flexible in their contributions or participations that I would identify maybe as an environment where you would say yes, this is what I need. This is.

194 "Jagmeet Sangha" (897889792)

00:41:52.760 --> 00:41:58.740

What my disclosure is, this is how, um, I would be most successful in completing this job.

195 "Jagmeet Sangha" (897889792)

00:41:58.740 --> 00:42:18.740

And so being able to really understand what your environment is. I don't think that there's anything wrong with or without disclosing. I, I do think that having the tools for yourself, like these systems of success and knowing exactly what it is. That you need to be successful. Because if you're talking to an employer.

196 "Jagmeet Sangha" (897889792)

00:42:18.740 --> 00:42:37.530

That may not be familiar with, um, your diversity near divergent minds. They may not know. Even if they want to help you, they might not know how to help and so being empowered for yourself and saying, hey, this is what I struggle with. These are the ways that I can really thrive.

197 "Jagmeet Sangha" (897889792)

00:42:37.530 --> 00:42:41.460

I really like it when you show up with notes in the meeting.

198 "Jagmeet Sangha" (897889792)

00:42:41.460 --> 00:42:48.660

I really like it when I know exactly. You know, clear steps that you tell me, uh, to complete and I can complete those.

199 "Jagmeet Sangha" (897889792)

00:42:48.660 --> 00:43:08.660

I really like it when I have flexibility on X Y, and Z and so again, this disclosure should be really a conversation of how can you further empower yourself and what are the ways that you can, um, be able to meet the needs of the workplace and so, I'm still going to be meeting these deadlines.

200 "Jagmeet Sangha" (897889792)

00:43:08.660 --> 00:43:16.380

I'm still responsible for these tasks, but these are the ways and the systems that I need for myself, um, to be successful.

201 "Jagmeet Sangha" (897889792)

00:43:16.380 --> 00:43:23.070

Um, if that was helpful, please let me know if not, I can kind of elaborate on that a little bit.

202 "Jagmeet Sangha" (897889792)

00:43:23.070 --> 00:43:35.730

So, shifting back to the slides, um, especially when we're talking about creating these skills early on. Um, and I do a lot of work within that because.

203 "Jagmeet Sangha" (897889792)

00:43:35.730 --> 00:43:55.730

It's not an on and off button, we can't say you're 21, you are going to go get a job now and now you're going to create these systems of success for yourself and now you are going to be independent and, you know, you've been struggling with these things you've had therapy and intervention and all of these things and now you go into the workforce and be successful.

204 "Jagmeet Sangha" (897889792)

00:43:55.730 --> 00:44:16.130

We have to create opportunities for all of ourselves and especially for our little ones to be able to practice to be able to fail to be able to discover and to really be able to hone in on those skills at a very, very early age. And the more that we do that, the more we're really building out their resume.

205 "Jagmeet Sangha" (897889792)

00:44:16.130 --> 00:44:22.740

Or they're worth experience in terms of how they are going to be able to show up into the workplace.

206 "Jagmeet Sangha" (897889792)

00:44:22.740 --> 00:44:40.590

And when they do have these discussions with their employer, or with their leaders, um, and again is very empowering in terms of these are the systems that have worked for me in the past. This is what I've been able to accomplish with these systems. Um, and this is what I'm looking to accomplish in this type of setting.

207 "Jagmeet Sangha" (897889792)

00:44:40.590 --> 00:44:51.750

So, meet Jane, she's an artistic 8 year old who loves to create art and if we want to promote her executive function skills, early on.

208 "Jagmeet Sangha" (897889792)

00:44:51.750 --> 00:45:11.340

Uh, we probably want to identify just a couple of things within her behavioral intervention, uh, program as an 8 year old to begin to start kind of teaching some of these, maybe entrepreneurial or maybe just some of these workplace skills. Um, that can have success for her in the future.

209 "Jagmeet Sangha" (897889792)

00:45:11.340 --> 00:45:16.980

So, in the workplace, we have to build on social skills.

210 "Jagmeet Sangha" (897889792)

00:45:16.980 --> 00:45:36.980

So, how is Jane going to help connect with her clients and sell her art pieces? Um, maybe she, you know, has a table out front in her front yard and as neighbor's pass, um, you know, she's practicing, you know, saying, hello to them because even just saying, hello to a stranger is not recommended for an 8 year old and.

211 "Jagmeet Sangha" (897889792)

00:45:36.980 --> 00:45:56.980

How do you kind of create that safe opportunity of hey, this is someone I can say hello to this is someone I can say, hey, would you like to see my, um, maybe there's opportunities out of school setting um, maybe there are community, you know, um, farmers market or flea markets, or any space that you can kind of.

212 "Jagmeet Sangha" (897889792)

00:45:56.980 --> 00:46:14.160

Get her the library, actually, our local library was doing a full program similar to this, um, would be a great safe space to kind of get, um, Jane to begin to talk to, um, peers, or maybe potential clients that might want to see so purchase her our pieces.

213 "Jagmeet Sangha" (897889792)

00:46:14.160 --> 00:46:34.160

We might want to introduce a self monitoring system to help her keep track of her goals and help her stay focused. So this self monitoring, where we would say, okay, you really like art. So let's create, you know, every day you work on art for 1 hour. Um, and every day you.

214 "Jagmeet Sangha" (897889792)

00:46:34.160 --> 00:46:54.800

You know, every week you sell 2 pieces of art or, you know, what are some ways that you can also incorporate art into completing your homework or completing maybe some of your other tasks. So really again embedding something that she already enjoys into creating a system for herself and saying this is these are my goals for the week.

215 "Jagmeet Sangha" (897889792)

00:46:54.800 --> 00:47:08.430

Um, these are the things that I'm going to do, and maybe art is used as a reinforcer of hey, 1st, I have to complete my mouth work and my, you know, reading and then I'm going to earn this time, um, with with art.

216 "Jagmeet Sangha" (897889792)

00:47:08.430 --> 00:47:28.430

And then emotional regulation and so, oftentimes, if we work really, really hard at something, we're not getting the outcomes or the results that we're looking for. Um, naturally, we are humans there will be an emotional response to that. And so how do we help to regulate that? And how do we say, hey, this week, we weren't able to sell.

217 "Jagmeet Sangha" (897889792)

00:47:28.430 --> 00:47:48.430

Any pieces, or you weren't able to, um, you know, make the art look exactly the way you wanted to. Um, and what do we do when that happens and so when you practice these skills, maybe you work with her and create an art piece that wasn't to her liking. And then you say this is just a practice round. What should we do? Um, and get her to kind of practice.

218 "Jagmeet Sangha" (897889792)

00:47:48.430 --> 00:48:03.570

Um, the emotional responses that may be healthy for her and some coping techniques, um, in that safe space. So, that way when she is dealing with this, uh, whether it's as an 8 year old, or as a 28 year old in the workplace, she has that skill set.

219 "Jagmeet Sangha" (897889792)

00:48:03.570 --> 00:48:25.520

Um, had a question come in, um, what are some tips to encourage a child's, um, to seek assistance for help with a task when they need it

especially if they're more shy in a classroom. That's again, a fantastic question related to some of the, um, the self monitoring and so being able to maybe.

220 "Jagmeet Sangha" (897889792)

00:48:25.520 --> 00:48:35.700

Write down a question and maybe have a question box. That's like a secret bots between you and the, the child or maybe just like an envelope. So it's very discreet. If they're not.

221 "Jagmeet Sangha" (897889792)

00:48:35.700 --> 00:48:40.470

Um, if they are very shy, so these are the questions that I have. Um.

222 "Jagmeet Sangha" (897889792)

00:48:40.470 --> 00:48:57.750

If you have a question and answer time, maybe set up for that child. Um, so whether it's before school after school, you know, whatever the setting is, um, and beginning to model some of the, those types of questions. So, oftentimes I'll go in and seek assistance for myself like.

223 "Jagmeet Sangha" (897889792)

00:48:57.750 --> 00:49:17.750

You know, I'm really struggling with, um, you know, staying on task to complete this, what are some tips that you have, or, you know, I really having a hard time kind of learning this new skill. I was attempting to learn piano the other day and I, you know, use that as with a child of, you know, I just don't. This is not my.

224 "Jagmeet Sangha" (897889792)

00:49:17.750 --> 00:49:21.690

You know, what do you think and so being able to give them.

225 "Jagmeet Sangha" (897889792)

00:49:21.690 --> 00:49:29.310

Have them give you tips or have that safe space of, like, hey, this is something that they enjoy or? I noticed that you actually did that really well.

226 "Jagmeet Sangha" (897889792)

00:49:29.310 --> 00:49:49.310

Would you be able to teach that to me? So, a lot of this begins, even at that education level, and at that workplace level for leaders with becoming curious 1st, the more that we can become curious ask questions, connect build a relationship with the person that we're working with, the more safe that they are.

227 "Jagmeet Sangha" (897889792)

00:49:49.310 --> 00:50:09.310

To come to us and saying, hey, this is what I need help in, um, if we, you know, jump to conclusions of, hey, it looks like you really need help in this area. And they're like, no, I actually did I was really proud of the work. I did here, um, so being able to kind of show that vulnerability for yourself, um, and being able to model that and get them to, um.

228 "Jagmeet Sangha" (897889792)  
00:50:09.310 --> 00:50:11.820  
Ask questions with you.

229 "Jagmeet Sangha" (897889792)  
00:50:11.820 --> 00:50:31.820  
Um, so executive functioning is necessary in our everyday life. It can help us, you know, create these lifestyles, um, to create more smoother routines. Um, you know, we have to move every day. We have to, uh, release some of the, um, energy that we have in terms of our.

230 "Jagmeet Sangha" (897889792)  
00:50:31.820 --> 00:50:45.270  
Then our physical energy, so how do we create routines that are that are customized to us? And so everyone's movement looks different. Everyone's behaviors their needs. All of that is different. How do we customize them?

231 "Jagmeet Sangha" (897889792)  
00:50:45.270 --> 00:50:50.610  
It's very important in education settings. Um, so oftentimes.

232 "Jagmeet Sangha" (897889792)  
00:50:50.610 --> 00:51:10.610  
Oftentimes more important than the actual subject, because, you know, if you see your child's backpack in 3rd grade, maybe things are just shoved in and they don't know what's next or things are in their folder and they've lost that paper and, you know, the time spent on Hey, the paper's here, this is my workspace. It's ready to go versus where did that? Go.

233 "Jagmeet Sangha" (897889792)  
00:51:10.610 --> 00:51:14.190  
And that stress from, I think I've lost it or I think I've repeated.

234 "Jagmeet Sangha" (897889792)  
00:51:14.190 --> 00:51:23.910  
Um, so being able to really create manageable environments for students early on and teaching that skill to maintain, um, throughout the, their workplace as well.

235 "Jagmeet Sangha" (897889792)  
00:51:23.910 --> 00:51:27.660

And again, within the workplace, you know, we can see.

236 "Jagmeet Sangha" (897889792)

00:51:27.660 --> 00:51:47.660

How we set goals for ourselves, how we promote productivity how we meet deadlines is all comes down to, you know, healthy executive, functioning. Um, and luckily our brains can learn this. Um, we can teach our brains is we can create independence, positive self image, increase productivity, just by focusing.

237 "Jagmeet Sangha" (897889792)

00:51:47.660 --> 00:51:53.040

On, um, creating the, these practice rounds for our kids and for ourselves.

238 "Jagmeet Sangha" (897889792)

00:51:53.040 --> 00:52:03.450

Um, we've got 8 minutes and our last section here is behavioral strategies, um, to create your inclusive learning spaces.

239 "Jagmeet Sangha" (897889792)

00:52:03.450 --> 00:52:23.160

So, there's a lot of diversity in your diversity, just because this is kind of like a general, you know, and I hope this is a helpful kind of presentation, but it's a very general presentation. We still need to be very specific in the person that we're working with, or within ourselves.

240 "Jagmeet Sangha" (897889792)

00:52:23.160 --> 00:52:41.250

Because your diversity is exactly that it's very individualized. Um, and it's very unique and so when we're building systems, we can showcase and we can present ideas to individuals, even the little ones and say, hey, this is a system that might help you.

241 "Jagmeet Sangha" (897889792)

00:52:41.250 --> 00:52:46.170

How do you want to change this? And maybe they want to color around it.

242 "Jagmeet Sangha" (897889792)

00:52:46.170 --> 00:53:06.170

You know, maybe, you know, I have a colleague that, you know, everything needs to be in certain blocks and color coded and yeah, that's a system that works for them. And so how do we introduce something without that intrusive? This is a system. This is what you're using to, this is an idea or suggestion and these are ways that you can.

243 "Jagmeet Sangha" (897889792)

00:53:06.170 --> 00:53:28.430

Customize it to best meet your needs and that's where we create that flexibility and that inclusiveness in terms of, even within the workplace, um, you know, what is the technology that works for you how does it work? Um, ultimately we need people to, you know, produce the outcomes in terms of there's deadlines. Um, there's work projects that are.

244 "Jagmeet Sangha" (897889792)

00:53:28.430 --> 00:53:39.810

There's, you know, team events that, you know, everyone's collaboration is needed on, but we all may have different pathways of completing that. And so how do we respect give space to that?

245 "Jagmeet Sangha" (897889792)

00:53:39.810 --> 00:53:45.090

But then also, how do we hold 1 another accountable to getting that done as well?

246 "Jagmeet Sangha" (897889792)

00:53:48.180 --> 00:54:08.180

From that behavioral perspective, we always want to start with what is the function of the behavior why is the individual doing what they're doing and in a behavioral applied behavior analysis, there's really 4 functions so it's attention it's escape. Um, it's access to something and it's, um, sensory like that's.

247 "Jagmeet Sangha" (897889792)

00:54:08.180 --> 00:54:29.210

Behavior and so, you know, through more observation through more understanding and being curious, um, more analysis of, you know, the patterns of what is happening you can start to identify over time. Oh, is this person doing something for 1 of these functions? If so then, how do I create an intervention.

248 "Jagmeet Sangha" (897889792)

00:54:29.210 --> 00:54:49.210

Um, to promote that, so somebody is really wanting to focus on bugs again that is just access to that that behavior and or that, um, preferred activity. And so then, how do we say, okay, well, you'll get access to this, you know, 1st, we got to do a couple of these tasks and then you'll get access. Um, and that's a healthy way.

249 "Jagmeet Sangha" (897889792)

00:54:49.210 --> 00:54:56.130

Kind of establishing, you know, 1st, we've got to do something hard then we do this and we create those patterns over time.

250 "Jagmeet Sangha" (897889792)

00:54:56.130 --> 00:55:13.200

We don't want to extinguish natural, natural patterns of behaviors, because this may lead to secondary disorders. Um, if we're telling someone, hey, this topic that you are really interested in is really not cool and you should find a different topic. Well, that's going to create a lot of social anxiety in.

251 "Jagmeet Sangha" (897889792)

00:55:13.200 --> 00:55:33.200

Um, individuals feeling, you know, why is that and why is it not okay for me to pursue my interest or my desires? And so, you know, what's what's different what's wrong with me in terms of how I show up and so we want to create environments where there is trust, um, where there is open communication in education.

252 "Jagmeet Sangha" (897889792)

00:55:33.200 --> 00:55:36.300

In home and the workplace, um, where.

253 "Jagmeet Sangha" (897889792)

00:55:36.300 --> 00:55:56.300

People can really understand that, you know, if they're pushed too hard um, they may that trust might be broken. And so, how can leaders even show up in terms of hey, these are the clear expectations? Um, these are the deadlines and oftentimes those are the small things that are usually that are missing. And so there's a lot of discussion of, like, these are all.

254 "Jagmeet Sangha" (897889792)

00:55:56.300 --> 00:56:00.900

The combinations we're providing yet, this job is still not getting done by this person.

255 "Jagmeet Sangha" (897889792)

00:56:00.900 --> 00:56:20.900

Well, when is this I didn't do while it was do that day, then we pushed it back. Well, nobody has a clear understanding of when it's actually due and so setting those environments where people can trust 1 another, there's transparency. Um, there is the desire to get to know somebody that can really lead to a lot of.

256 "Jagmeet Sangha" (897889792)

00:56:20.900 --> 00:56:31.260

Of positive outcomes I like this slide because we have to put our oxygen mask on 1st there is no way that we as caregivers.

257 "Jagmeet Sangha" (897889792)

00:56:31.260 --> 00:56:36.480

Workplace leaders, educators can show up for others. If our personal needs are not met.

258 "Jagmeet Sangha" (897889792)

00:56:36.480 --> 00:56:54.060

If we are still running through a bias traumatic or, um, stressful moment, and somebody is coming to us and saying, you know what I actually needed on extension on this. I was due 2 hours ago. We're probably going to react in a very harsh way. Um, so.

259 "Jagmeet Sangha" (897889792)

00:56:54.060 --> 00:57:10.560

Taking that time to be in the present moment, using breath work, using mindfulness, using a lot of these strategies very specifically from behavior science. Um, you know, that can be really, really powerful in grounding ourselves and it really.

260 "Jagmeet Sangha" (897889792)

00:57:10.560 --> 00:57:30.560

Um, objectively taking in the information from the person that's approaching us that needs our help. Um, I won't go over this, but I do a lot of talks with emotional intelligence as well as acceptance and commitment training. And there is a lot of overlap in terms of staying the present moment identifying.

261 "Jagmeet Sangha" (897889792)

00:57:30.560 --> 00:57:50.560

Your values staying committed to those actions and then disconnecting from those thoughts and things that are very intrusive, um, and then accepting, you know, all the emotions with an open attitude. We don't need to say joyful all the time. We are humans. We have stressful moments and it's okay to do that. But then how.

262 "Jagmeet Sangha" (897889792)

00:57:50.560 --> 00:57:57.240

Do we create space? Excuse me with 2 minutes is fair.

263 "Jagmeet Sangha" (897889792)

00:57:57.240 --> 00:58:01.110

How do we create space to accept those emotions?

264 "Jagmeet Sangha" (897889792)

00:58:01.110 --> 00:58:11.130

All right, last slide here, uh, let's become curious of our own patterns and preferences.

265 "Jagmeet Sangha" (897889792)

00:58:11.130 --> 00:58:21.630

Because when we're curious about our own cells, that really leads us to be curious about others. And with that curiosity, we can really unleash something really wonderful.

266 "Jagmeet Sangha" (897889792)

00:58:21.630 --> 00:58:41.630

You know, what is the technology? What is the innovation that's happening in our world right now in our environment by being able to really recognize these role models for our little ones um, within the education system within the workplace how do we build community around that? And so we really have this social responsibility.

267 "Jagmeet Sangha" (897889792)

00:58:41.630 --> 00:58:45.420

To recognize that near diversity is natural.

268 "Jagmeet Sangha" (897889792)

00:58:45.420 --> 00:58:49.890

It should not be pushed 1 way or the other. We don't tell a rose that. Hey.

269 "Jagmeet Sangha" (897889792)

00:58:49.890 --> 00:59:04.080

Why did you turn up red? You should have been blue we don't force, you know, flowers or we don't force other beings to change. And so how do we take the individual that we're working with? Just as they are.

270 "Jagmeet Sangha" (897889792)

00:59:04.080 --> 00:59:24.080

How do we embrace them? How do we validate and recognize them? How do we make space and build upon it? How do we recognize? Hey, these are behaviors you've got to work with, but how do we take something that you really enjoy and what motivates you and then how do we turn that into a celebration and make room for that celebration while at the same time? Um, maybe.

271 "Jagmeet Sangha" (897889792)

00:59:24.080 --> 00:59:34.569

Building on certain skills and with that, I think, uh, we are just about at time, um, hold on us.

272 "Embriano, Alana" (3489368064)

00:59:34.569 --> 00:59:52.880

Yes, thank you so much. Uh, we are kind of running out of time. Thank you for answering questions. As you went through. I do believe that Jamie will leave her contact information in the chat. If there were questions that were unanswered, or anybody thinks of anything.

273 "Embriano, Alana" (3489368064)

00:59:52.880 --> 01:00:12.880

The road I want to thank everyone for attending and think Jamie, especially for providing such wonderful information again, if you have questions about therapies discuss today or questions, we were unable to answer at a time please contact the autism team by calling the number on your insurance card and a recording will be available online

at W. W. W. dot dot com.

274 "Embriano, Alana" (3489368064)

01:00:12.880 --> 01:00:28.650

Backslash autism, once it's finalized, please make sure to mark your calendars to join us next month on Thursday, March, 14th, 2024, where we will be discussing alternative augmented communication devices how to introduce and integrate into daily use.

275 "Embriano, Alana" (3489368064)

01:00:28.650 --> 01:00:35.676

Thank you very much and have a great day.