**Webinar: ASS 1/10/2019**

GTB: Flemish (part of Belgium) organisation that supports people (for whom it’s difficult) to find and maintain a job.

Many of our client have ASS

In GTB we believe that everyone is equal, so we do not have a special methodology for clients with ASS

We strongly believe in empowering people, so for every client we tried to find out what he really wants, what thrives hem, what gives him energy.

If we know that, we support the client in making his ‘action’plan, what is he (together with his network) going to do to achieve his goal.

Our support mainly consists of :

* Offering the different opportunities
* Informing of the consequences of every step/choice he makes
* Motivating the client in difficult periods to hold on
* In small workshops help him to strengthen certain skills
* Help to look for a workplace where he can train necesarry skills
* Helping him to apply for a job
* Once he found a job staying stand-by for questions and guidance aswell fort he employee as for the employer. We also keep in touch to hear ‘is everything ok?’

So even we don’t have a special methodology for client with ASS, we feel that there are many ‘misunderstandings’ because we start with ‘open’ questions: “what do you want”

That kind of questions are too general, it leaves too many possibilities to answer, so we give certain ‘tips’ to our jobcoaches, in that way they can use the same methodology

I’m trained by ‘Autisme Centraal’ to support teams with a collegue with ASS

They work with the ABCDE-method, it is very important to do it in that ‘direction’

A= Autism: the brain work differently from someone with ASS, they recieve ‘many’ more ‘stings’, incentives. Very often they don’t see the larger context, that’s why they often react different or unexpected, it also makes that the (re)action is slower

* It’s important to know ho wan autistic brain works

B= the Base must be at ease, the situation must feel safe, no pressure or extra stress

C= the Communication must clear, no possibility’s for interpretation, not too much and if neccesary visual supported

D= Dual: if the first 3 are ok, then the person with ASS can learn to deal with certains things that give him extra stress, simply said: if the situation is adapted, then the person with can also adapt ( a bit)

E= Every person is different, so don’t assume, the solution for one person is not the same for someone else

Some tricks and tips:

* Sit not face to face neither next to eachother but in an angel: visual contact can but doesn’t have to
* Use visual support: drawings or keywords, mainly the conclusion or agreements.
* Don’t use much non-verbal communication with hands or eyes etc
* If the answer don’t come quickly, wait a bit, do not rephrase the question. It feels like a new question
* Don’t use too ‘open’ question, give some possible answers from which the person can choose
* Support the person in deciding by clearly explaining what the consequenses of each choise is, if it is more clear: use a schedule, a scheme
* If possible, let the person make his own ‘manual’ = what works well, what doesn’t, what gives him energy, what gives him extra stress (There are flemish websites with a lot of questions so someone can make his own ‘manual’)