

A Connective Interdependent Employment Model

Utilizing Talent of Employees with Autism Spectrum and Disabilities

Infographic

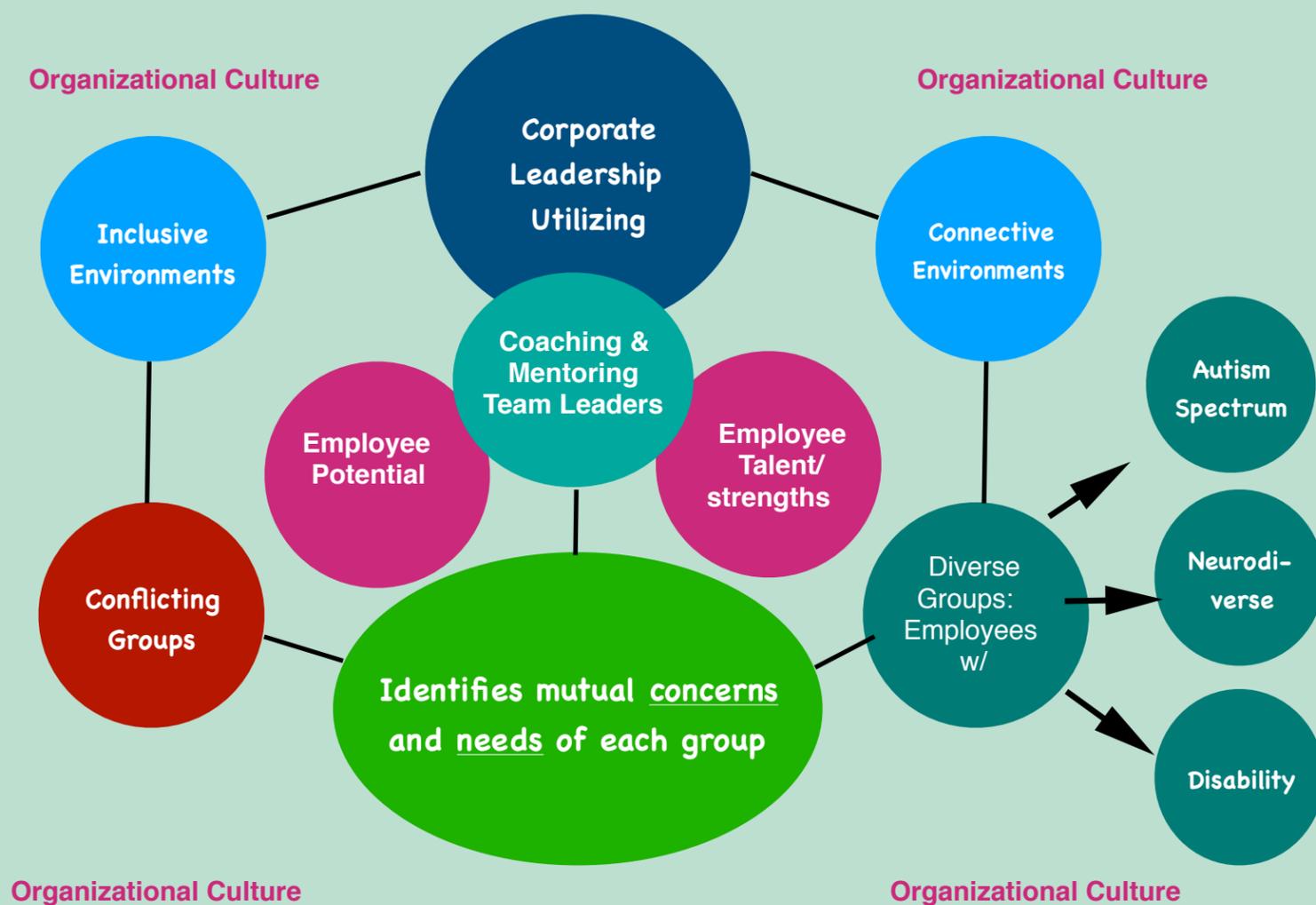
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A. Connective/Interdependent Employment Model.

The **most effective** organizational culture is a **connective/interdependent culture**.

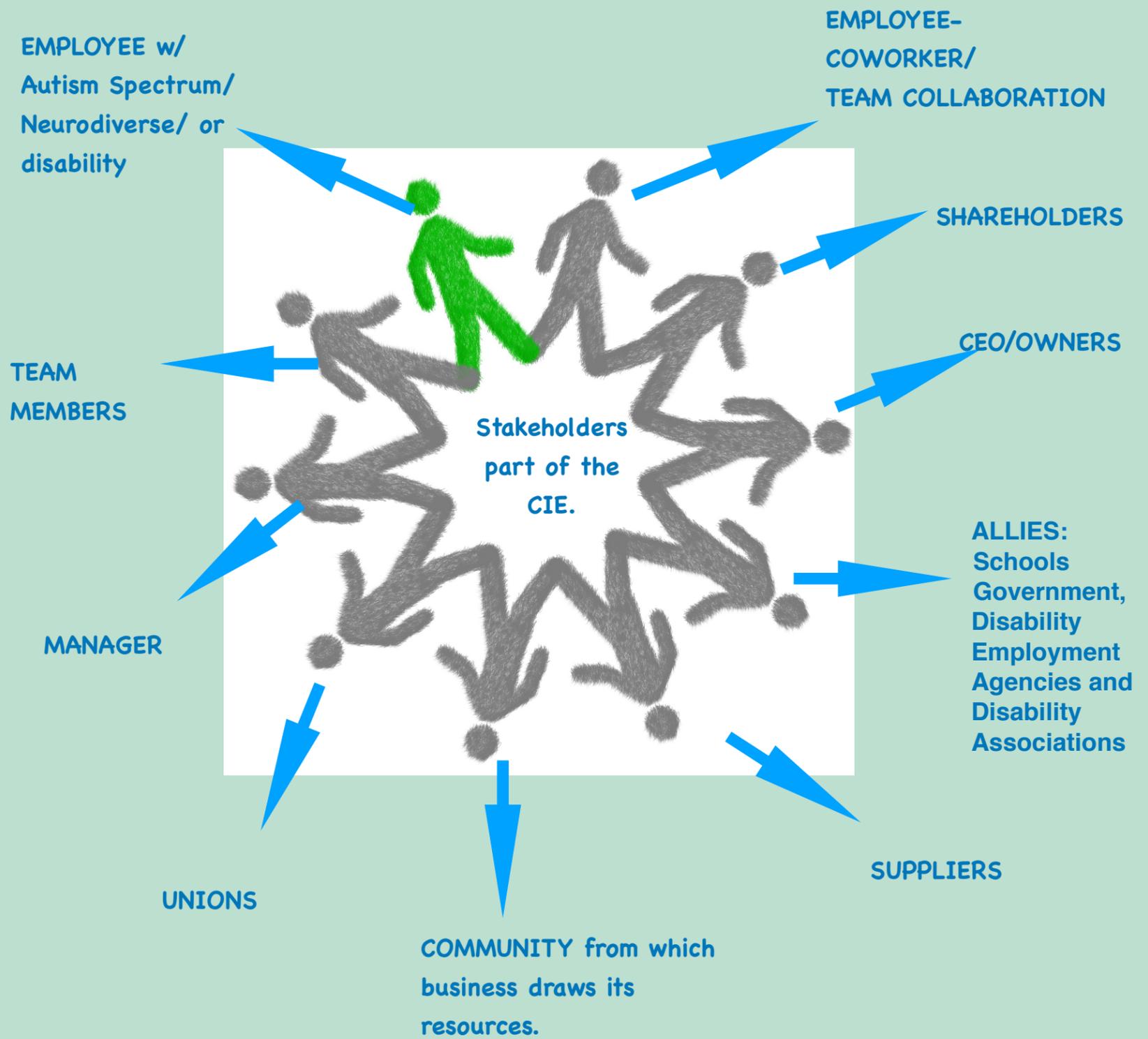
WHY? because it is inclusive and connects employees and promotes working together.

Each employee contributes their piece of the puzzle to the team, the project, the company.



B. The Vision: All employees (including those who identify themselves as diverse, neurodiverse, autistic, or other disability) in the workplace have careers or jobs using talents, reaching potential, working on teams, and being appreciated for their unique abilities.

**C. Connective Interdependent Employment Model (CIE):
ALL Stakeholders**



D. Company X Operates the Connective Interdependent Employment Model

promoting value and interdependence among company employees. The outcome is a win/win for business productivity and satisfaction of employees.



E.

It all begins with John, a student with autism a high school senior wondering...



"What jobs are good for me?"

1. John participates in career readiness while still in High School

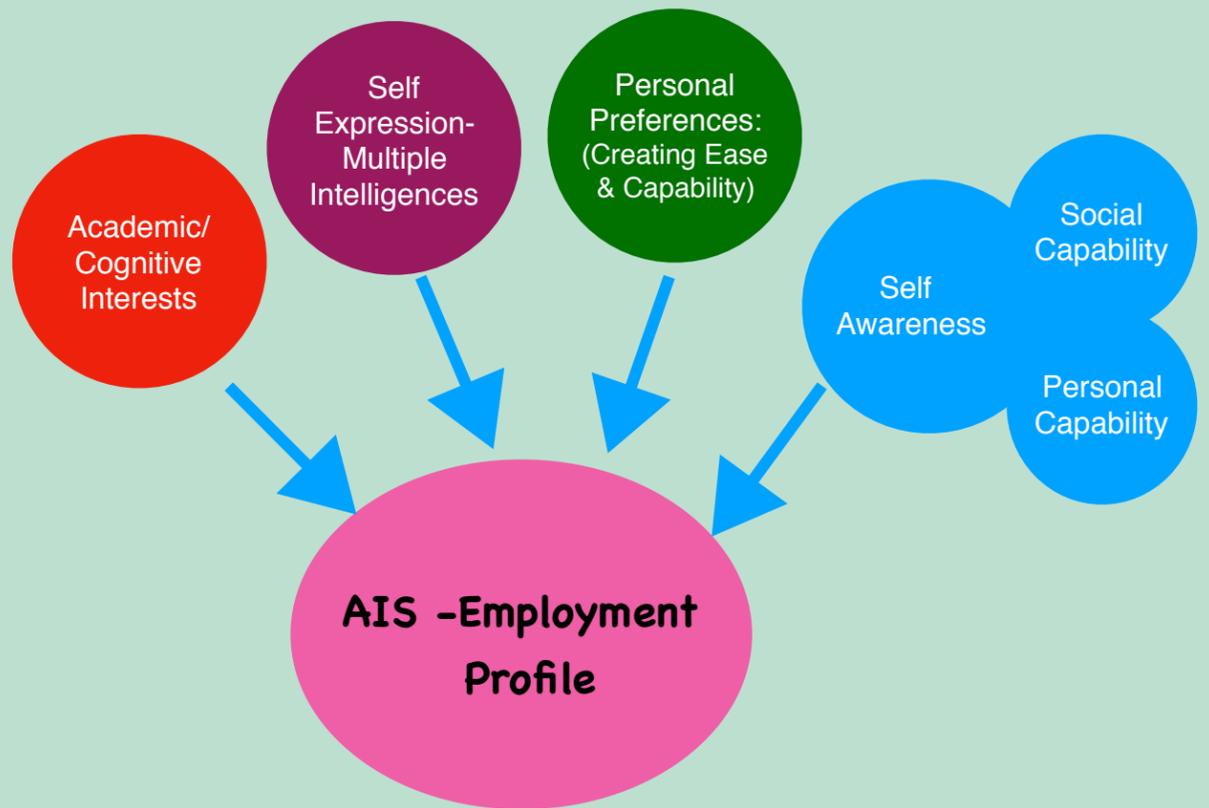
2. John receives help from a vocational counselor.



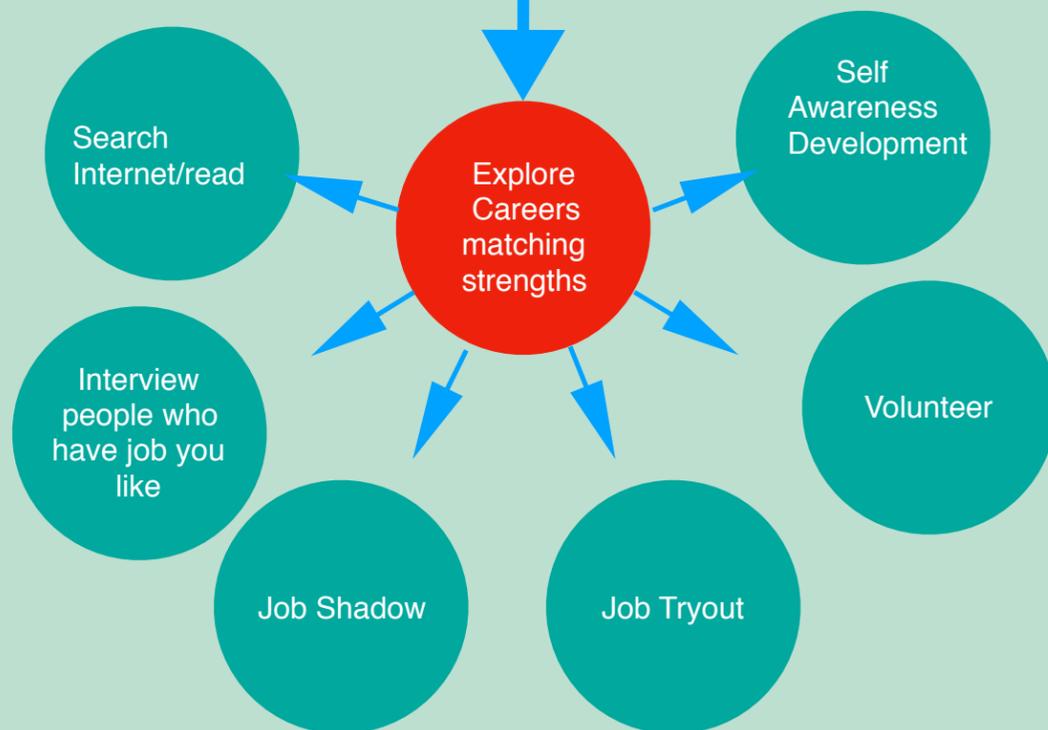
and/
or



3. John takes a strengths & interests self assessment.



4. John receives a list of his strengths in Abilities, Interests, and Self Awareness (AIS) & careers that match his strengths.



5. John explores career options.

F. Accessing a Job Coach

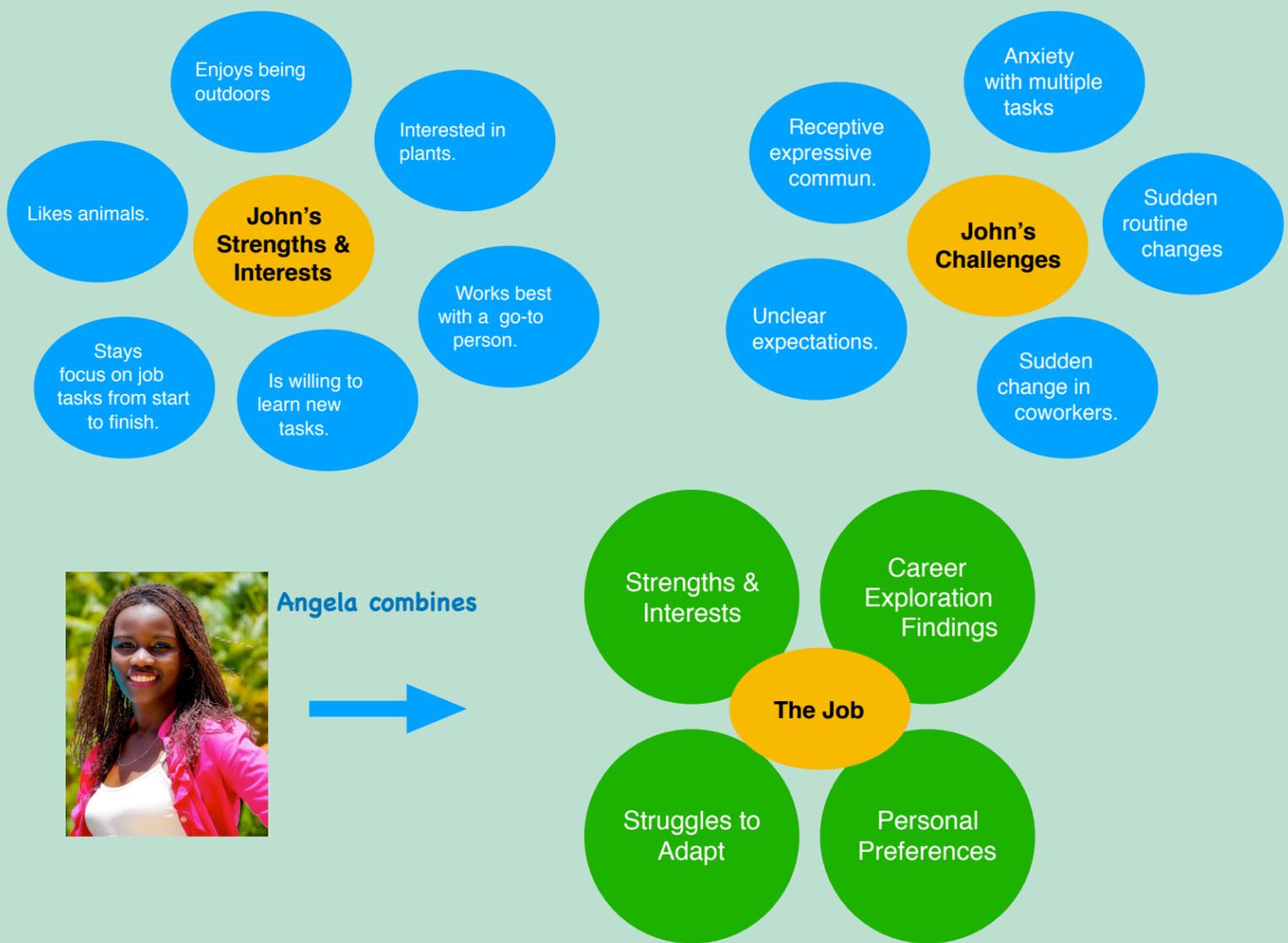


"John, let's look at your strengths from assessments and career exploration."

John meets Angela, his new job coach.

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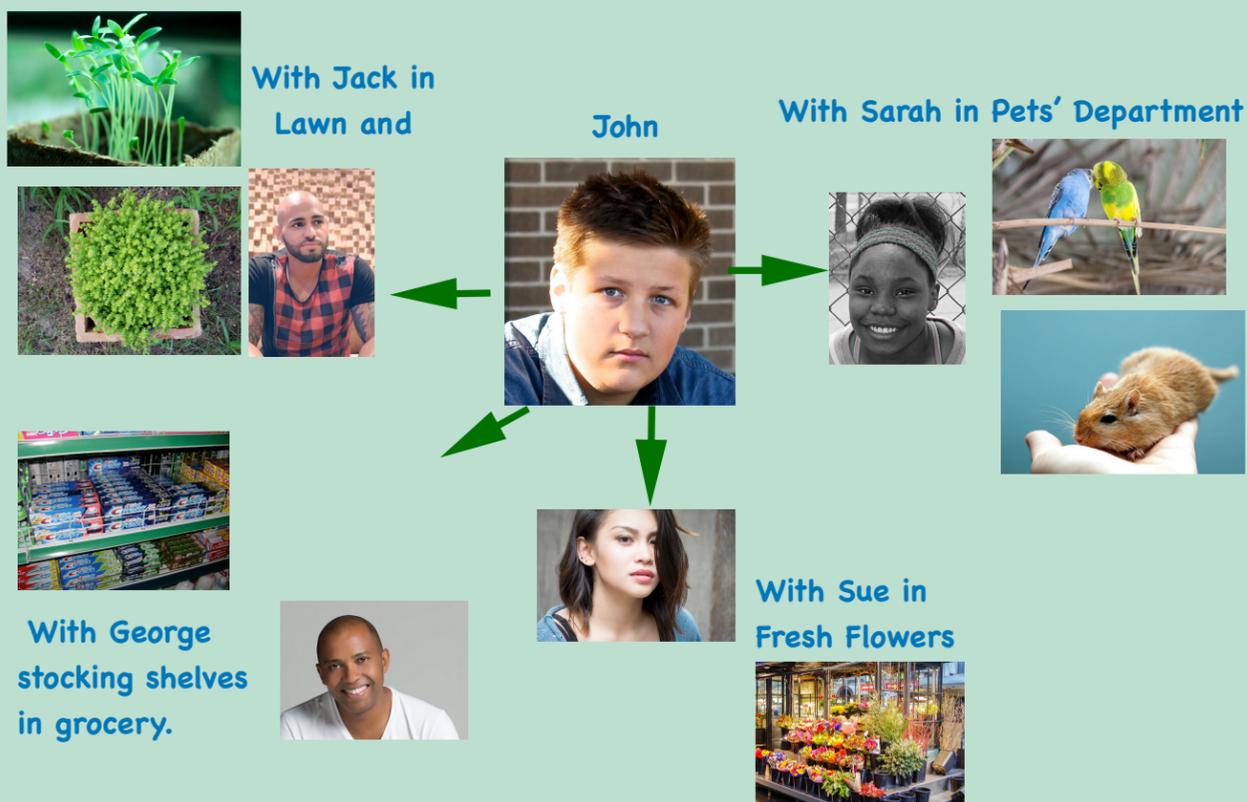
G. Findings from John's Strength Assessment and Career Exploration



H. Angela negotiated a job for John with store manager, Dave and Team Leader



I. John likes his new job in retail. Notice 'interdependence' in action with team coworkers.



J. The Connective Interdependent Employment (CIE) model promotes a culture of diversity, inclusion and acceptance.

Interdependence defined: is a mutual reliance of each employee's contribution to enhance outcomes and the whole environment within a creative employment structure.



My Team