

TOOL 14 - GUIDELINE 2: LANGUAGE

Module: ALL – EMPOWERMENT OF THE JOB COACHES Worksheet

Objectives:

Being able to meet different communication preferences.
Clear instructions to make sure the message is being conveyed in an appropriate way.
Maintaining the belief that the participants have their own answers in the way that you use your language as a job coach.
Avoiding a wide range of interpretations or misunderstandings.
Effort must be made from both sides to bridge the gap of different communication styles and preferences.
Co-leaders and job coaches with more surplus and energy.

Materials required:

Printed out worksheets and needed attachments for each session.

Step by step facilitation instructions:

Show respect and patience for different preferences.
Clear, unambiguous communication.
Break spoken instructions down and allow for extra processing time.
Accept all forms of communication as valid- also if they prefer written rather than oral messages.
Recognise that behaviour is a means of communication.
Clarity in your own language – a conscious selection of your own words.
We/ you to maintain the invisible line and relation co-leaders and the group, kept as two units to respect the group process.
Use the participants own words to repeat, not sum it up in your own words as a co-leader.
Acknowledge all contributions on the brainstorming sessions as valid, you do not have to correct what they say in any way.

Expected duration

Throughout the group session including check – ins: 120 minutes.

Expected outcomes

Co-leaders and job coaches with more surplus and energy.
Job coaches are strengthened in themselves and get co-leading experience.
Job coaches get experience in leading group processes.
Job coaches get experience in focus areas, ways to prepare and do regular check in and sparring to maintain
Predictability, flow and mastery in their work.
Improved work environments.

Autism-specific adaptations

Structured instructions and predictable flow - Flexible timing and reduced cognitive load. Environmental adjustments to minimise sensory stress.

CHECKLIST

- I understand the purpose of language:
- What works in terms of language:
- What does not work in terms of language: