ILAUGH
Getting to Work

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This session will introduce attendees to the ILAUGH model
Social Thinking©
and how these identified need areas impact the top 10 skills
for entering and succeeding in the workforce.

Learner Objectives:

• Attendees will be able to state the key features of each of the ILAUGH components.

• Attendees will be able to list at least two examples of how each component of ILAUGH could impact each of the 10 skills for entering the workforce.
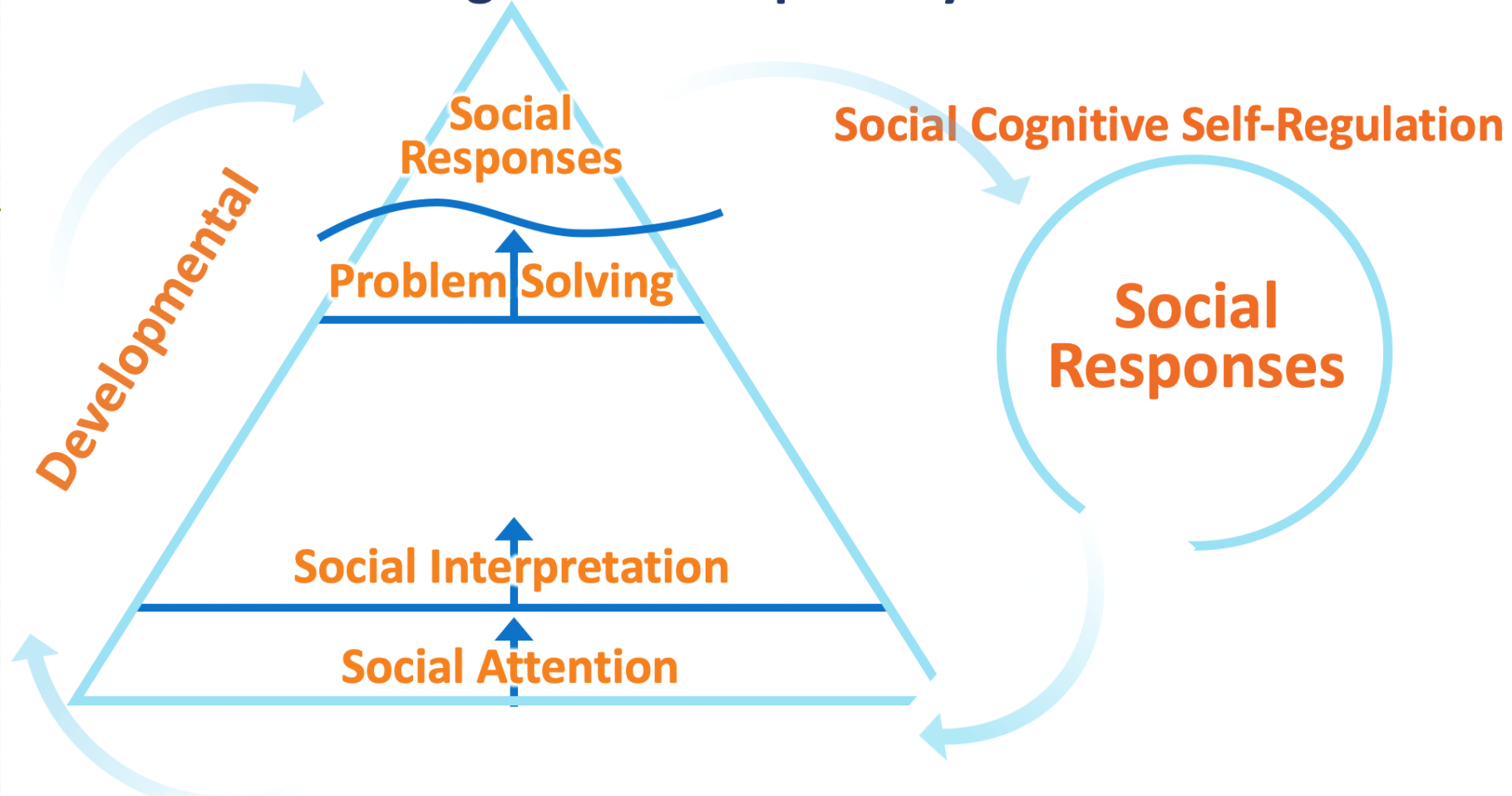
www.socialthinking.com

- The ability to consider your own and others thoughts, emotions, beliefs, intentions, knowledge, etc., to help interpret and respond to the information in your mind and possibly through your social behavioral interactions.

- No specific diagnosis – Difficulty sharing space effectively.

Why Social Thinking?

- Based on **Theory of Mind** (Baron-Cohen, Leslie, and Frith, 1985)
  - Thinking about what others are thinking about you

- Based on **Executive Functioning** (McEvoy, Rogers, Pennington)
  - Difficulty with organization and flexibility

- Based on **Gestalt Processing** (Frith, 1989)
  - Thinking in pieces without relating to a larger picture/context or scenario

Core Social Thinking-Social Competency Model

Critical Skills Required for Social Thinking
I LAUGH

I   Initiating

L   Listening with eyes, ears, and brain

A   Abstracting and Inferencing

U   Understanding Perspective

G   Getting the Big Picture

H   Humor

I = Initiating

- Ask a question, follow up question
- Handling communication breakdowns
- Approach a person or a situation
- Start a task
- Restart after a break
- Role of anxiety

L = Listening with eyes, ears and brain

- Social Detective/Observer

- Eye gaze and eye shift

- Body language (tone of voice, facial expression, gestures, proximity, eye gaze/eye shift)

- Multisensory input challenges

- Prior knowledge and experiences

A = Abstracting and Inferencing

- Figuring out what is important
- Making a smart guess about intention
- Subtle or hidden curriculum

U = Understanding Perspective

- Thoughts of others

- How to respond

- Point of view based on social memories

- Result(s) of perspectives of others

G – Getting the Big Picture

- Part to whole thinking

- Executive functioning falls here

- How does my role fit with the rest of the situation, job, workplace, family?

H = Humor

- At myself
- Timing
- Context
- Is it funny?

World Economic Forum

- Surveyed 350 top executives, 9 industries, in 15 of the world's biggest economies.

- The function of the resulting report is to predict how technological advancements will transform labor markets.

- E.g. "How will technology impact employers and therefore what will they want from employees?"

7/8/2021: https://www.inc.com/melanie-curtin/the-10-top-skills-that-will-land-you-high-paying-jobs-by-2020-according-to-world-economic-forum.html

#10 – Cognitive Flexibility

- This involves creativity, logical reasoning, and problem sensitivity. It also means being able to adapt how you communicate based on who you're talking to. Employers want to know you don't just say the same thing to everyone -- that you think critically about who you're talking to, deeply listen, and tailor communication to that person.

ILAUGH?

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#9 – Negotiation Skills

- This will be in especially high demand in computer and math jobs, such as data analysis and software development. It will also be critical in the arts and design (including commercial and industrial designers).

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#8 – Service Orientation

- This was defined as actively seeking ways to help others. How much do you assist those on your team, your superiors, and people across your industry? How much are you known for that?

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#7 – Judgement and Decision Making

- As organizations collect more and more data, there will be an even greater need for workers who can analyze it and use it to make intelligent decisions. Good judgment also involves knowing how to get buy-in from a colleague, or making a strong suggestion to a manager (even if it might not make you popular).

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#6 – Emotional Intelligence

- Robots can do a lot, but they still can't read people the way other humans can (at least not yet). Employers will place a strong emphasis on hiring those who are aware of others' reactions, as well as their own impact on others.

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#5 – Coordinating with Others

- Again, this falls under the social skills umbrella (sensing a trend?). It involves being able to collaborate, adjust in relation to others, and be sensitive to the needs of others.

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#4 – People Management

- In the report, this included being able to motivate people, develop the talents and skills of employees, and pick the best people for a job. This will be especially in demand for managers in the media and energy industries.

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#3 - Creativity

- In 2015, creativity ranked 10th on the list. It's now one of the top three skills employers will seek. Why? Because as we're bombarded by new technologies, employers want creative people who can apply that tech to new products and services.

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#2 – Critical Thinking

- As automation increases, the need for humans who can employ logic and reasoning increases. This is, in part, because machines must be directed ethically and optimally. Employers want people with critical minds who can evaluate the uses or abuses of the power of technology, and use them to benefit the company, the people in it, and the future.
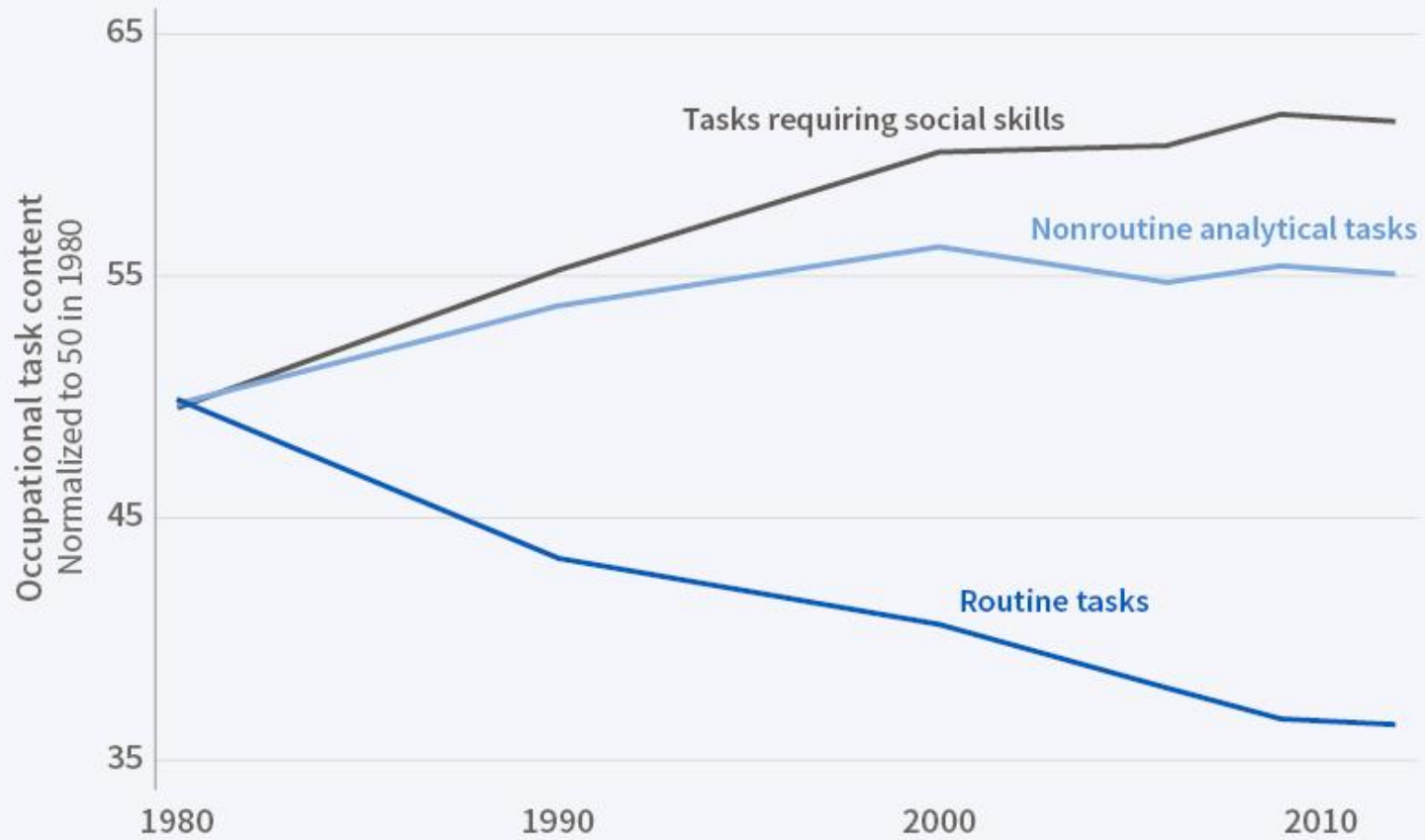
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#1 – Complex Problem Solving

- Technology can make life easier, but it can also make things more complicated. For example, you could use wearables to help map the walking patterns of nurses and doctors in a hospital to see how to make things more efficient. But without a human being analyzing those results while *also* having intelligent conversations with nurses, doctors, and patients, you will likely end up with a wrong or even dangerous result.

- The report shows that 36% of all jobs across all industries will require complex problem-solving abilities as a core skill by 2020.

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THE GROWING IMPORTANCE OF SOCIAL SKILLS AT WORK

Tasks requiring social skills

Nonroutine analytical tasks

Routine tasks

Occupational task content
Normalized to 50 in 1980

Sources: 1980 - 2000 Censuses, 2005 - 2013 American Community Surveys

7/8/2021: https://www.nber.org/digest/nov15/growing-importance-social-skills-labor-market

Smart is not enough

Invisible Disability in the Workplace

- https://www.healthlinkscertified.org/uploads/files/2021_03_26_22_09_20_OMaW_Invisible-Diversity-Report_2018-.pdf

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