



## The Sky is the Limit: Autism Lights Up the World!

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Until approximately 2019, autism was viewed as a strong impediment to employment. However, since then large companies have devised ways to train and interview autistic job applicants.

One interview method entails placing cubes before an applicant and timing how long it takes to assemble them in a puzzle format. Some companies will provide an app which trains prospective applicants in IT. Other high functioning individuals can socialize and speak.

The brains of autistic people have acute imaginations, visual memories, and exceptional thought-processes. Their brilliance enables them to find unique solutions to cybersecurity and data analysis. As a result, these individuals may command a six-figure salary. They can become independent and live on their own. The kangaroo's baby leaves the pouch.

In the past several years, many large companies such as Microsoft, Ernst and Young, and SAP in the UK have become aware of the benefits of hiring autistic employees for their special abilities. One employee's assignment was to make sense of data from NASA's Kepler Telescope. He built an interactive software program called Filtergraph, which was featured in a segment on CBS, "Recruiting the talent on the Autism Spectrum." That led to NASA signing a license agreement.

How can the CAT be used in the field of autism? A few ways. International companies are not bound by the same regulations as in the United States. HR departments internationally can use the CAT (Children's Apperception Test-Human) and BAT (Bellak Apperception Test for Teenagers and Adults) to stimulate their employees' imaginations, which can help individualize an atmosphere for each applicant. For instance, during the interpretation a person may need to take frequent breaks while being shown various cards. Then there's the question of work style preference: does the employee work best individually in a quiet room or as part of a team in a shared space? CAT H card # 2 may be interpreted as a "struggle" or competition between the humans. Card #8 might be interpreted as the humans being "too close for comfort."

In addition, the CAT A was in a wonderful film called *The Kangaroo Complex*, an educational documentary on autism (Brussels: Plexus Production). The film provides a realistic, yet hopeful perspective for parents and caregivers on the great potential of autistic people and shows that the CAT can be used as a "can opener" in group or individual therapy. To view a short clip, please email [cpspsych2@aol.com](mailto:cpspsych2@aol.com) for a password. The full video, available for purchase, will inspire caregivers, psychologists, doctoral students, and mental health providers. Just as the CAT has been used by students for dissertations, so can the BAT, as seen on the CPS website.