

PREVIEW - DR. TEMPLE GRANDIN

00:00:01,058 --> 00:00:06,583

I design cattle handling facilities. I design them all over the country. I've worked on improving

00:00:07,104 --> 00:00:13,089

how cattle are handled and I'm now a university professor at Colorado State University.

INTRO TO PODCAST

00:00:19,054 --> 00:00:31,753

Tony Hernandez Pumarejo, writer and author. Professional and motivational speaker. TV presenter.

00:00:36,830 --> 00:00:44,061

International Ambassador for Autism and Mental Health. is proud to invite you to his podcast,

00:00:44,282 --> 00:00:47,112

My Time, with Tony Hernandez Pumarejo.

INTRODUCTION TO INTERVIEW – TONY HERNANDEZ PUMAREJO

00:00:53,154 --> 00:00:57,997

Hi and welcome to this new episode of My Time with Tony Hernandez-Pumarejo. And this is your

00:00:58,037 --> 00:01:02,980

host, Tony Hernandez-Pumarejo. If you haven't done so yet, I invite you to please subscribe

00:01:03,020 --> 00:01:10,626

to my podcast in all platforms, YouTube, Spotify, Google Podcasts and many other platforms. And

00:01:10,726 --> 00:01:16,530

I really appreciate everybody who is tuning in to either watch me or listen to my podcast.

00:01:16,930 --> 00:01:24,827

And today we have a very, very special interview with a leader, a person who I look up to,

00:01:25,387 --> 00:01:31,351

who has been an inspiration for me and not only for me, but also for our community, our autism

00:01:31,391 --> 00:01:38,835

community, which is the one and only Dr. Temple Grandin. Dr. Temple Grandin is a designer of

00:01:38,915 --> 00:01:44,298

livestock handling facilities and professor of animal science at Colorado State University,

00:01:44,778 --> 00:01:49,981

where she teaches courses on livestock behavior and facility design and consults also with

00:01:50,001 --> 00:01:56,207

the livestock industry. on Facility Design, Livestock Handling, and Animal Welfare. Dr.

00:01:56,227 --> 00:02:02,769

Grandin obtained her Bachelor of Arts in Franklin P. Pierce College and her Master's Degree in

00:02:02,829 --> 00:02:07,530

Animal Science at Arizona State University, and she received her Ph.D. in Animal Science

00:02:07,550 --> 00:02:12,792

for the University of Illinois in 1989. Dr. Grandin has appeared on national television

00:02:12,832 --> 00:02:19,699

on channels like CNN, ABC, CBS, NBC, and many other channels. In 2010, Time Magazine named

00:02:19,719 --> 00:02:27,045

her one of the 100 most influential people.
She has authored over 400 articles in both

00:02:27,085 --> 00:02:32,310
scientific journals and livestock periodicals
on animal handling, welfare, and facility to

00:02:32,330 --> 00:02:37,334
decide. And Dr. Grandin, she's the author of
different books like Thinking in Pictures,

00:02:37,454 --> 00:02:43,499
Livestock and Handling Transport, Guide to Working
with Farm Animals, and her, and especially

00:02:43,559 --> 00:02:48,442
her books on animals in transition and animals
make us human. were both on the New York Times

00:02:48,502 --> 00:02:55,365
bestseller list. Her latest book, Visual Thinking,
the hidden gifts of people who think in pictures,

00:02:55,425 --> 00:03:01,027
patterns and abstraction was also on the New
York Times bestseller list. Her life story

00:03:01,067 --> 00:03:08,731
has been made into an HBO movie called Temple
Grandin, starring Claire Danes, which won seven

00:03:09,491 --> 00:03:14,613
Emmy Awards in the Golden Globe. The movie shows
her life as a teenager and how she started

00:03:14,653 --> 00:03:20,277
her career. In 2017, Dr. Grandin was inducted
into the Women's Hall of Fame, and in 2018,

00:03:21,238 --> 00:03:26,923
she was made a fellow by the American Association
for the Advancement of Science. And Dr. Grandin

00:03:27,323 --> 00:03:32,387

is one of the first autistic people to document the insights that she gained from her personal

00:03:32,447 --> 00:03:38,212
experience with autism. So without further ado, let us take you to the interview that I had

00:03:38,252 --> 00:03:45,418
with the one and only Dr. Temple Grandin. And today I have a very, very special guest. one

00:03:45,438 --> 00:03:50,582
of the kind, you know, a person that I look up to and proud to say that without her and

00:03:50,702 --> 00:03:55,826
her leadership and in her influence, I would not be here right now. I'll be interviewing

00:03:55,866 --> 00:04:01,511
today the one and only Dr. Temple Grandin. Well, it's great to be here today.

THE INTERVIEW

00:04:01,551 --> 00:04:07,316

Tony Hernandez Pumarejo

Thank you Dr. Temple Grandin.
How are you doing today?

Dr. Temple Grandin

I'm doing just fine.

Tony Hernandez Pumarejo

How's life treating you?

Dr. Temple Grandin

Oh,...

00:04:07,476 --> 00:04:13,141

Dr. Temple Grandin

busy. A lot of travel. I've got a lot of, a big long trip coming up. Doing some, uh, um.

39

00:04:15,166 --> 00:04:23,472

a psychiatrist meeting, horse meetings, cattle meetings, going to a bunch of different meetings,

00:04:23,612 --> 00:04:31,317

doing talks.

Tony Hernandez Pumarejo

Well, I know you're a busy person and it means a lot for me to have you in my

00:04:31,377 --> 00:04:35,960

podcast. It means a lot. So thank you again, Dr. Temple Grant, for being in my time with

00:04:36,000 --> 00:04:40,663

Tony Hernandez-Pumarejo. And to begin, I'm going to begin with this first question. This is a question

00:04:40,703 --> 00:04:46,932

that I ask everybody who comes into this podcast. I wanted to ask you, how would you describe

00:04:48,012 --> 00:04:57,860

the life of Dr. Temple Grandin in a few words?

Dr. Temple Grandin

Oh, that's very hard. I was a severely autistic

00:04:57,900 --> 00:05:04,806

child, no speech until age four. I want to praise all the excellent teachers I had, my mother,

00:05:05,346 --> 00:05:13,233

for pushing me to develop my skills. And I designed cattle handling facilities. I designed them

00:05:13,253 --> 00:05:19,820

all over the country. I've worked on improving how cattle are handled, and I'm now a university

00:05:19,860 --> 00:05:26,703

professor at Colorado State University. Perfect.

Dr. Temple Grandin

And I want just a few words.

Tony Hernandez Pumarejo

Definitely, and

00:05:26,723 --> 00:05:31,965

your story is truly inspirational as having impact in our world throughout generations.

00:05:32,685 --> 00:05:37,307

And Temple, I want to go a little bit back in terms of how it began. Tell us a little bit

00:05:37,327 --> 00:05:42,829

about your childhood, your roots, and if you can tell us a little bit about your childhood.

00:05:44,506 --> 00:05:51,368

Dr. Temple Grandin

I had excellent early education. I had no speech,

I had signs of very severe autism, no speech

00:05:51,408 --> 00:05:57,631

at all. I went into a very good early education program at age two and a half. With a lot of

00:05:57,671 --> 00:06:03,494

emphasis on learning speech, learning how to wait and take turns at games. That's really

00:06:03,534 --> 00:06:08,896

important. How do you wait and take turns at games? And then skills, things like brushing

00:06:08,916 --> 00:06:15,207

your teeth, putting clothes on, learning skills. There was absolutely no emphasis on eye contact.

00:06:15,967 --> 00:06:19,689

There was never any emphasis on that. And I

think all that does is overload the child's

00:06:19,989 --> 00:06:27,233

sensory system. My program was speech, skills, and learning how to wait and take turns. And

00:06:27,253 --> 00:06:34,417

that reduces impulsive behavior. And then I went into a normal school, small, normal school

00:06:34,457 --> 00:06:43,230

for elementary school, old fashioned 50s, structured classroom. That worked for me. I was good at

00:06:43,350 --> 00:06:48,313

art. My mother always encouraged my ability in art. I think it's so important to take the

00:06:48,353 --> 00:06:52,655

kids thing they're good at and build on it. If the kid's good at math, then he needs to

00:06:52,675 --> 00:06:58,018

be taking the more advanced math classes. But don't make him take baby math. He's gonna turn

00:06:58,038 --> 00:07:03,881

into a behavior problem. Now high school was a nightmare of teasing and bullying. That was

00:07:03,901 --> 00:07:09,184

the worst part of my life. Out of a regular school, ended up going to special school. They

00:07:09,204 --> 00:07:13,826

immediately put me to work cleaning nine stalls every day. and running the school's horse barn.

00:07:14,606 --> 00:07:18,588

I didn't do any studying. But one thing that was not allowed is I wasn't allowed to become

00:07:18,608 --> 00:07:22,870

a recluse in my room. I had to attend meals,

I had to attend classes, I had to attend the

00:07:23,010 --> 00:07:28,932

chapel, I had to attend all the events. And I basically ran the school's horse barn. I

00:07:28,992 --> 00:07:35,675

learned how to work. That is really important. I had a great science teacher who finally got

00:07:35,695 --> 00:07:41,037

me turned around, who was showing me through interesting projects that studying was a pathway

00:07:41,057 --> 00:07:48,258

to a goal. Never could do algebra. And I'm very concerned that people that are visual thinkers

00:07:48,298 --> 00:07:52,561

like me are getting screened out with all the higher math requirements. And I discussed this

00:07:52,621 --> 00:07:58,346

in my new book, Visual Thinking, the Hidden Gifts of People Who Think in Pictures, Patterns,

00:07:58,546 --> 00:08:04,370

and Abstractions. And I managed to dodge algebra. I had to drop a physics class, drop a biomedical

00:08:04,410 --> 00:08:08,313

engineering class, had to drop all the things I wanted to do, and majored in psychology.

00:08:09,634 --> 00:08:15,157

I wanted to learn more about myself, but I also had to dodge the math classes. Yeah, I've never

00:08:15,177 --> 00:08:19,420

been good in the math classes either, Temple. And, you know, we're going to touch base in

00:08:19,520 --> 00:08:24,143

a little bit in terms of what you just said,

but before we do, I want to ask you with everything

00:08:24,163 --> 00:08:29,447

that you were going to as you were growing up, what was the moment or at, or what age that

00:08:29,467 --> 00:08:33,590

you felt that there was something different about you? When did you first learn about autism?

00:08:34,190 --> 00:08:40,842

Well, it was kind of gradual. I, you know, I had a good elementary. school time and one

00:08:40,862 --> 00:08:46,445

of the reasons I did is Mrs. Deitch, my third grade teacher, explained to the other children

00:08:46,485 --> 00:08:52,529

when I was not there that I had a disability that wasn't visible like a wheelchair and they

00:08:52,549 --> 00:08:57,912

needed to be nice to me not be bullying and teasing. So I managed to get through elementary

00:08:57,932 --> 00:09:02,894

school without being bullied and teased and that's actually called peer-mediated intervention

00:09:03,715 --> 00:09:09,462

and I have a paper that reviews some of that literature. It's titled How Horses helped a

00:09:09,502 --> 00:09:14,926

student with autism make friends and learn how to work. And there's a section in there on

00:09:14,966 --> 00:09:19,410

peer mediated intervention. Now, some people are going to say they can't do that for privacy

00:09:19,450 --> 00:09:25,315

reasons, but that enabled me to get through

elementary school without being bullied. And

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00:09:25,795 --> 00:09:30,940

also the classes were very small. So all the kids were invited to everybody's birthday party.

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00:09:31,700 --> 00:09:37,785

So I didn't get left out of that sort of thing.

Tony Hernandez Pumarejo

And at what age were you diagnosed with autism?

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00:09:38,422 --> 00:09:44,325

Dr. Temple Grandin

Well, I'm 76 years old. So when I went in at two and a half, I was taken to a neurologist.

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00:09:45,346 --> 00:09:49,908

She didn't even know, they didn't even know what autism was. And, and they just said, you

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00:09:49,928 --> 00:09:57,272

have no epilepsy. That's a good sign. And they kind of said I was brain damaged. And she referred

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00:09:57,312 --> 00:10:03,676

me to a speech therapy school that two teachers just ran in the basement of their house. And

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00:10:04,036 --> 00:10:10,179

those teachers did the same thing that teachers do today. And they just had the knack of how

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00:10:10,200 --> 00:10:14,583

to work with me. But I can't emphasize enough
parents that are out there that might have

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00:10:14,603 --> 00:10:18,066

a two-year-old or a three-year-old that's not
talking. The worst thing you can do is to do

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00:10:18,126 --> 00:10:23,971

nothing. You already have a diagnosis, you have
no speech. And as long as you rule out deafness

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00:10:24,091 --> 00:10:29,315

and you rule out surgically correctable stuff
wrong with the mouth, the therapies are pretty

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00:10:29,335 --> 00:10:33,959

much the same regardless of the labels. You
better get started. And if you're in a place

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00:10:33,979 --> 00:10:38,742

where there's no services, get some grandmothers.
to come in and work with the kid. They know

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00:10:38,762 --> 00:10:44,684

how to work with kids. I talked to a lot of
parents, there's one hour of speech a week.

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00:10:44,824 --> 00:10:51,125

That's not enough, but you can use that one
hour of speech a week to coach other people

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00:10:51,865 --> 00:10:58,227

to work with the kid. You've got to start working
with them. And the other thing is a good teacher

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00:10:58,267 --> 00:11:05,809

gets progress in the three areas I just discussed
and the kid likes going to therapy. Kids should

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00:11:05,869 --> 00:11:11,208

like therapy. I know there's been a lot of controversy
about ABA. There has been some really horrible

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00:11:11,468 --> 00:11:17,872

ABA. But so much of it depends upon the teacher.
I've talked to a number of parents with three-year-olds,

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00:11:18,392 --> 00:11:25,716

the kids loving ABA and making progress. Now,
I think what ABA sometimes really gets wrong

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00:11:26,136 --> 00:11:31,660

is the kids older, no ABA type stuff was done
with me by the time I was seven, eight years

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00:11:31,800 --> 00:11:39,164

old. No, it was phased out.

Tony Hernandez Pumarejo

And it's very, you
know, it's very, you know, I can tell you from

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00:11:39,204 --> 00:11:43,567

experience, it's very frustrating in terms of
this debate happening in our community, not

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00:11:43,627 --> 00:11:50,613

only with ABA, but also in terms of the language
of autism, where autism is a disability, identity,

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00:11:51,394 --> 00:11:56,358

the different definitions of autism, especially from DSM 4 to DSM 5.

Dr. Temple Grandin

Well, the problem you've

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00:11:56,378 --> 00:12:02,183

got, the problem you've got to get asked all the time is autism diagnosis increased. Well,

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00:12:02,203 --> 00:12:07,930

in the 80s, the DSM, you had to have speech delay And then the Asperger's came in there

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00:12:07,950 --> 00:12:14,492

with basically autistic no speech delay. Now it's all merged together. And I have grandparents

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00:12:14,532 --> 00:12:19,894

come up to me at almost every single conference. And they discover they're autistic when the

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00:12:19,914 --> 00:12:26,135

kids get diagnosed. That's been happening over and over and over again. And it's the milder

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00:12:26,175 --> 00:12:31,577

types. You know, there was no speech delay. I think in a more where there's no speech delay

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00:12:31,617 --> 00:12:36,507

it's just a personality variant. But then you get others where they never learn to speak,

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00:12:36,567 --> 00:12:42,210

they may have epilepsy on top of the autism.
That's definitely a disability. But I also

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00:12:42,230 --> 00:12:49,754

want to tell everybody that some of those non-verbals
that don't speak can learn to type independently.

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00:12:49,774 --> 00:12:54,377

And there's some very good books from people
that type independently. If you have a seven

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00:12:54,397 --> 00:12:57,598

or eight-year-old that doesn't speak, you need
to read these books. I'll tell you what they

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00:12:57,638 --> 00:13:00,620

are. They are Tida Mucca Patehe. Don't ask me
how to

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00:13:03,782 --> 00:13:10,107

if my lips don't move. That's my favorite. And
then there's Carly's voice, and then there's

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00:13:10,147 --> 00:13:15,231

the reason I jump, and there's a sequel to The
Reason I Jump. It's a better book, gives you

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00:13:15,271 --> 00:13:21,817

more insight. He has more insight. I get the
sequel. And these are people that type completely

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00:13:21,857 --> 00:13:26,421

independently. Now I wanna tell you a little
secret about the typing independently. There's

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00:13:26,441 --> 00:13:32,778

an attention shift issue. So you need to either use an iPad or a similar tablet. because when

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00:13:32,798 --> 00:13:38,901

you type on that virtual keyboard, the print appears next to the keyboard. If on this laptop,

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00:13:38,961 --> 00:13:43,684

I gotta look down like this and look up like that, see the writing, they cannot make the

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00:13:43,704 --> 00:13:49,967

attention shift. Same thing, laptops are just as bad. Now, if you have a desktop and that's

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00:13:49,987 --> 00:13:54,830

all you got, put a box on the desktop, get the keyboard right up there next to the writing.

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00:13:55,591 --> 00:13:59,913

Now, there's also fancier things that you can buy, but I also like to tell everybody the

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00:13:59,933 --> 00:14:04,586

way they can do it. with stuff they can just find. And don't tell me you can't find old

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00:14:04,647 --> 00:14:09,268

tablets around. There's lots of old tablets and their price is free. You just look for

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00:14:09,288 --> 00:14:14,529

them. Definitely. And I think that all of this

can be summarized temple in terms of being

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00:14:15,029 --> 00:14:21,911

for parents being proactive, be active to help your child develop the necessary skills to

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00:14:21,951 --> 00:14:27,813

become independent in life. But unfortunately sometimes, I'm not saying all the parents,

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00:14:27,833 --> 00:14:33,640

but there are parents that put limitations on their children.

Tony Hernandez Pumarejo

Do you think that these limitations

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00:14:35,061 --> 00:14:38,424

are because they want to keep their children in a comfort zone or they want to protect them

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00:14:38,464 --> 00:14:43,047

from the realities of society? What do you think?

Dr. Temple Grandin

Well, I think part of the big problem I'm seeing

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00:14:43,067 --> 00:14:49,232

is there's a lot of emphasis on academics. I'm seeing very bad situations. The kids are excelling

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00:14:49,252 --> 00:14:54,756

in academics, but hasn't learned one life skill, hasn't learned how to work. I just the other

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00:14:54,776 --> 00:15:02,137

day talked to dean of a college. And this lady had a magna cum laude, whatever, college education,

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00:15:02,938 --> 00:15:07,562

never learned any work skills, and she's a recluse in her room. That's a couple of months ago.

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00:15:07,582 --> 00:15:14,448

This is right now. I got to learn work skills. And my mother was concerned when Mr. Patey,

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00:15:14,468 --> 00:15:18,991

the head of the special school, you know, I was out there cleaning horse stalls and not

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00:15:19,011 --> 00:15:24,016

doing any studying. And he said, let her get to her adolescence. She'll make up the academics.

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00:15:25,357 --> 00:15:30,374

And he was right. because I learned the work skills. I was proud of the fact that I was

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00:15:30,414 --> 00:15:38,538

in charge of the school's horse barn. That I had that responsibility. And I never did learn

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00:15:38,578 --> 00:15:44,423

how to do algebra and I'm worried that first visual thinkers, people who think in pictures,

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00:15:44,964 --> 00:15:50,868

that it's going to screen a lot of us out. I think they need to be allowing some other type

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00:15:50,888 --> 00:15:57,854

of math, geometry, business math, maybe statistics.
And I want to touch base with you because you

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00:15:57,894 --> 00:16:02,437

talk, this is your main point, one of the top
topics in terms of the different thinkers.

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00:16:03,506 --> 00:16:07,847

Yes. And if you can go over that, you know,
if somebody's... Yes, I sure can. That's in

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00:16:07,887 --> 00:16:13,348

my book on visual thinking. There's also a young
reader's version out now, the really, really

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00:16:13,448 --> 00:16:19,070

cute cover called Different Kinds of Minds,
and it's written for middle school level kids.

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00:16:19,590 --> 00:16:24,251

And it has pictures. I get asked why visual
thinking doesn't have pictures, or the publisher

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00:16:24,291 --> 00:16:30,773

wouldn't say they were too expensive and wouldn't
let me have them. But there's scientific research

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00:16:30,793 --> 00:16:36,613

that shows that... There's three different basic
ways of thinking. And a lot of normal people

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00:16:36,673 --> 00:16:40,737

are mixtures of these different ways of thinking,
but you get a label, I don't care if it's autism,

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00:16:40,777 --> 00:16:47,002

dyslexia, ADHD, some label. You'll tend to be an extreme of one of these things. I'm what's

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00:16:47,042 --> 00:16:58,332

called an object visualizer. Everything I think about is a photograph. I see it. I don't think

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00:16:58,372 --> 00:17:05,087

in words, the words narrate the pictures. And I've people with my kind of thinking terrible

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00:17:05,147 --> 00:17:12,732

at Algebra because there's nothing to visualize. Good at art, all kinds of mechanical things,

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00:17:13,692 --> 00:17:19,235

all kinds of mechanical stuff. In my work with the beef industry, I worked with people that

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00:17:19,355 --> 00:17:24,898

owned big metal working shops that were definitely undiagnosed autistic. And when you look their

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00:17:24,938 --> 00:17:30,461

names up on Google patents, you get a whole bunch of patents. They're inventing things.

173

00:17:31,074 --> 00:17:36,856

So art, mechanical, photography, working with animals. Those are things that my kind of mind

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00:17:36,876 --> 00:17:41,758

are good at. Now the second type of mind is

your visual spatial pattern thinker. This is

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00:17:41,798 --> 00:17:48,421

your mathematician. This is the autistic kid
is gonna excel in math. And music and math,

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00:17:48,441 --> 00:17:54,303

they tend to go together because they're both
are patterns. In fact, some mathematicians

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00:17:54,323 --> 00:18:00,365

say that algebra equations are almost like musical
scores. Well, I don't relate to that. I'm...

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00:18:00,854 --> 00:18:06,097

Then your third type is the autistic kind of
extreme word thinker. These are the kids that

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00:18:06,257 --> 00:18:14,683

love facts. They love history. They love facts
about some favorite subject. It could be movie

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00:18:14,823 --> 00:18:20,767

actors in certain movies, things like this.
And the kind of job they'd be good at when

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00:18:20,807 --> 00:18:26,611

they grow up is what I call quiet specialized
retail. And examples of this that have been

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00:18:26,651 --> 00:18:33,318

successful, selling new cars, selling sporting
goods. selling specialized business insurance,

183

00:18:33,838 --> 00:18:40,200

selling cell phones. You see, these are all things where you work one at a time in a store

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00:18:41,140 --> 00:18:45,862

and people respect you for your knowledge. I was just in Walmart the other day, there was

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00:18:45,902 --> 00:18:53,864

like 20 phones at Walmart, all different kinds of plans. Well, where do you start? And a good

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00:18:54,024 --> 00:18:57,705

person in sales, and this doesn't shove the most expensive phone down somebody's throat.

187

00:18:58,385 --> 00:19:04,400

They pick out the right phone for that person. And that is something that they appreciate.

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00:19:04,460 --> 00:19:09,244

I call that quiet specialized retail. Because usually those environments usually are fairly

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00:19:09,284 --> 00:19:15,850

quiet, so you don't have a lot of sensory issues. Because I'm always looking at the jobs on mathematicians,

190

00:19:15,870 --> 00:19:25,318

it would be computer programming, music, physics. And then normal people tend to be mixtures

191

00:19:25,378 --> 00:19:29,041

of the different kinds of thinking. But I'm concerned that my kind of visual thinking is

192

00:19:29,061 --> 00:19:34,289

going to get screened out. and the people I worked with that own these big shops, they're

193

00:19:34,349 --> 00:19:40,074

my age or a little bit younger, they're retiring out, they're not getting replaced. We need

194

00:19:40,454 --> 00:19:44,638

visual thinkers like me. If you wanna have the power on the water on, you're gonna need my

195

00:19:44,678 --> 00:19:52,204

kind of mind. And I wanted to follow up with you and I can relate to because, you know,

196

00:19:52,224 --> 00:19:57,268

what you said, because I work in sales in terms of my working experience. But you know, following

197

00:19:57,328 --> 00:20:02,664

up in terms of, you know, know, what we can do as a community and society in terms of the

198

00:20:02,704 --> 00:20:08,249

visual thinkers, what we need to do temple in our society to bring more of a visual thinkers

199

00:20:08,409 --> 00:20:12,492

that can make that difference in our society. Well, I would, what I mainly would do is change,

200

00:20:13,332 --> 00:20:19,937

not why does everybody have to take algebra and go through all of this higher math? If

201

00:20:19,957 --> 00:20:26,294

you're going to be a chemist, yes, you have to take algebra. There's a lot of, but scientists,

202

00:20:26,354 --> 00:20:29,817

if you're going to be a degree in engineering, you have to take algebra. But what I found

203

00:20:29,857 --> 00:20:35,522

on the building of the food processing plants, my kind of mind makes all the mechanical equipment,

204

00:20:35,542 --> 00:20:40,986

invents it, not just builds it, invents it. And the degree mathematicians do things like

205

00:20:41,026 --> 00:20:47,031

boilers and refrigeration, stuff that requires that higher mathematics. You see, you need

206

00:20:47,051 --> 00:20:52,156

to have both. And I call the visual thinkers, the clever engineering department. And that

207

00:20:52,276 --> 00:20:58,020

is where we're losing. skills and the other big mistake that was made is people shut down

208

00:20:58,120 --> 00:21:02,744

in-house engineering departments. Worst thing they ever did. Now you got to import this equipment

209

00:21:02,764 --> 00:21:10,130

from Italy and Holland because we're not making it. There have to be like reforms in our education

210

00:21:10,190 --> 00:21:15,034

system. Yeah, we'd have to you know what I would recommend. I'm not suggesting getting out of

211

00:21:15,114 --> 00:21:23,141

all math. Maybe go geometry. Maybe substitute algebra for geometry or maybe statistics or

212

00:21:23,201 --> 00:21:29,373

maybe businessman. so you can run a business.

Tony Hernandez Pumarejo

And Temple, I wanted to share with you a little

213

00:21:29,393 --> 00:21:34,318

bit of a story because I had the honor and privilege of meeting you in person in one of your conferences

214

00:21:34,398 --> 00:21:41,764

a couple of years ago in Miami in which I remember that you did a Q&A and you were talking about

215

00:21:41,804 --> 00:21:47,589

the importance of the parents teaching and developing the skills for their children to get them out

216

00:21:47,609 --> 00:21:54,794

of their comfort zone. And I remember one time in which I stood out. And I don't know if you

217

00:21:54,834 --> 00:22:00,555

remember that, but I stood up and I said that I'm an autistic person working in sales as

218

00:22:00,575 --> 00:22:06,957

a store manager. And I remember that you congratulated me. You came to my table, we shook hands and

219

00:22:07,017 --> 00:22:11,378

then later we changed our books. I have your book here.

Dr. Temple Grandin

Oh, great, great. Y

Tony Hernandez Pumarejo

Yeah, autistic,

220

00:22:11,398 --> 00:22:17,140

great. No solid discussion, different kinds of minds.

Dr. Temple Grandin

Now, sales, what do you sell?

Tony Hernandez Pumarejo

Yeah,

221

00:22:17,160 --> 00:22:23,706

and well, I used to work in sales and customer service for 10 years. Right now I work for

222

00:22:23,746 --> 00:22:29,351

the office and community full time.

Okay, great. Yeah, this is something

223

00:22:29,371 --> 00:22:35,195

that-

Dr. Temple Grandin

And then sales, what kind of product were you selling?

Tony Hernandez Pumarejo

Well, I sold, well, for my years

224

00:22:35,215 --> 00:22:45,083

in customer service, I work in retail, specialized services like construction. Those are the services

225

00:22:45,103 --> 00:22:51,855

that I did for my 10 years in customer service as a manager.

Dr. Temple Grandin

Well, no, that's really good.

226

00:22:52,675 --> 00:22:59,000

And what I'm seeing today with a lot of teenagers, I'm seeing bright teenagers doing well in school,

227

00:22:59,400 --> 00:23:04,844

never gone shopping by themselves, never ordered food in a restaurant by themselves, never done

228

00:23:04,904 --> 00:23:12,850

laundry, never done budgeting, not learning any life skills. And a lot of moms are afraid

229

00:23:12,870 --> 00:23:19,934

to let go. I've run into two 12 year olds at the different airports. And I found out they

230

00:23:19,974 --> 00:23:25,957

hadn't gone shopping. And I gave this one girl a \$5 bill. And I said, go in that shop across

231

00:23:25,977 --> 00:23:31,459

the hall and buy something. And we could see the shop. It was right there. We were sitting

232

00:23:31,499 --> 00:23:37,122

in the gate waiting for our flights. And I could see the shop. And she bought a drink and brought

233

00:23:37,142 --> 00:23:43,165

me back to change. It was the first time she'd shopped by herself. You know, this is ridiculous.

234

00:23:43,285 --> 00:23:50,079

I was shopping by myself when I was eight. And Temple, you know, going along these lines because,

235

00:23:50,159 --> 00:23:54,022

you know, going through a little bit of my work experience, I think I mentioned to you, you

236

00:23:54,202 --> 00:23:58,825

know, you know, some time ago that you released an article about the different jobs recommended

237

00:23:58,865 --> 00:24:04,409

jobs for visual thinkers. And some of that's in my other book, the autistic brain has got

238

00:24:04,750 --> 00:24:09,693

lists of jobs.

Tony Hernandez Pumarejo

Yeah. And I remember because

I think I mentioned to you that I work as a

239

00:24:09,733 --> 00:24:14,076

cashier here, you know, and I think that was one of the jobs that, you know, not recommended,

240

00:24:14,276 --> 00:24:21,212

you know, for, for autistic.

Dr. Temple Grandin

It depends upon

how busy it is. You know, I was just in Walmart

241

00:24:21,232 --> 00:24:26,816

just the other day and it wasn't very busy.

The cashier job would have been fine. The thing

242

00:24:26,836 --> 00:24:32,800

that's hard is rapid multitasking. The worst job now, when I talk about jobs not recommended,

243

00:24:33,400 --> 00:24:41,925

is a chaotic, busy takeout window at a McDonald's.

But then on the other hand, I talked to another

244

00:24:42,005 --> 00:24:47,381

family. and their daughter was doing very, very well running a cash register at a McDonald's,

245

00:24:47,801 --> 00:24:54,565

but they made a little accommodation. When the store got super busy, they had her clean tables.

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00:24:54,585 --> 00:24:59,409

They just made this simple little accommodation and she was able to handle the cashier job

247

00:24:59,489 --> 00:25:06,353

most of the time. And when it got too busy, they gave her something else to do.

Tony Hernandez Pumarejo

Definitely,

248

00:25:06,393 --> 00:25:10,716

and I can relate to that because working in that retail environment is a very fast paced

249

00:25:10,776 --> 00:25:15,039

environment. Sometimes it's slow. Other times it's busy. When it got busy, a lot of times,

250

00:25:15,759 --> 00:25:20,862

one of my challenges that I have, especially with autism is anxiety. I can get very anxious,

251

00:25:20,942 --> 00:25:26,845

I can get pressured and overwhelmed, especially with short-term working memory. And people,

252

00:25:26,885 --> 00:25:32,449

however, people ask me what did I do to survive in that environment? And I told them was repetitive

253

00:25:32,489 --> 00:25:38,332

behavior, long-term working memory, because retail jobs tend to be repetitive long-term.

254

00:25:38,372 --> 00:25:45,018

And that's what helped me to survive in those jobs. Dr. Grandin and so that's yeah.

Dr. Temple Grandin

The other

255

00:25:45,038 --> 00:25:51,780

thing that will help I think a lot of people survive in jobs is I cannot remember long strings

256

00:25:51,880 --> 00:25:58,222

of verbal instruction and a lot of jobs to be saved if you just made pilots checklists Okay,

257

00:25:58,262 --> 00:26:02,703

let's say you're starting out. How do you close out the Walmart cash register? Let me just

258

00:26:02,763 --> 00:26:12,018

write down the steps like a pilot's checklist sort of an external working memory I'm There's

259

00:26:12,058 --> 00:26:18,480

been some people that have lost good jobs because they've worked for building fencing, for example.

260

00:26:18,500 --> 00:26:27,224

This is an actual example. And he got a new boss and the new boss went, yacky, and he built

261

00:26:27,264 --> 00:26:32,546

the wrong fences and they fired. If they'd spent two minutes just writing down what to build

262

00:26:32,566 --> 00:26:38,028

that day, that would not have happened and put it in a bullet point format, not in a narrative

263

00:26:38,048 --> 00:26:44,423

format, like a pilot's checklist and look those up online. That's a simple intervention, save

264

00:26:44,463 --> 00:26:49,025

a lot of jobs. We're talking about resources and support. I like to talk about specifics,

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00:26:50,586 --> 00:26:55,829

absolute specifics. The most chaotic multitasking, rapid multitasking jobs, let's avoid them.

266

00:26:56,790 --> 00:27:01,732

And I can tell you right now, we've got one coming up. Christmas time wrapping station,

267

00:27:02,553 --> 00:27:10,597

chaos. Let's just avoid that. And then the pilot's checklists. Let's say I have to clean an ice

268

00:27:10,637 --> 00:27:20,360

cream machine. take apart steps, cleaning steps, reassembly steps in checklist format. Because

269

00:27:20,420 --> 00:27:23,560

employers get mad and say, well, I've shown them how to do that three times, you stupid.

270

00:27:25,221 --> 00:27:30,002

Well, you have the checklist, then that's not gonna happen. It's a very, very simple intervention.

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00:27:30,402 --> 00:27:38,284

Another one is LED lights that flicker. I would say that bothers maybe 10, 20% of people with

272

00:27:38,364 --> 00:27:44,038

autism. And how you find out the bad, you pull this thing out. and you film the lights in

273

00:27:44,118 --> 00:27:51,161

slow motion video, you'll find the bad ones. And a lot of university lecture halls have

274

00:27:51,181 --> 00:27:56,323

this problem. Well, try to get over by a window. If there's no windows, then you better buy

275

00:27:56,463 --> 00:28:02,366

an LED light that does not flicker and you put it on your desk. Yeah, I'm always trying to

276

00:28:02,406 --> 00:28:08,829

figure out a simple thing you can do. I don't talk about accommodations and the abstract.

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00:28:09,689 --> 00:28:15,741

I talk about... But there's certain accommodations where they come up all the time. The checklists,

278

00:28:17,322 --> 00:28:24,627

super, super important accommodation.

Tony Hernandez Pumarejo

Definitely. And Temple, now I want to switch and talk about

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00:28:24,667 --> 00:28:29,570

more about your work and your profession. You know, and we know that you were, you know,

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00:28:29,590 --> 00:28:33,793

you're a professor of animal science at Colorado State University and you've been working for

281

00:28:33,853 --> 00:28:39,457

decades in terms of designing livestock-handling facilities. What got you interested in this

282

00:28:39,577 --> 00:28:47,052

area?

Dr. Temple Grandin

I got exposed to cattle in high school.

Students get interested in stuff they get exposed

283

00:28:47,092 --> 00:28:55,816

to. So, I'm a big believer in exposing young students to music, woodworking, sewing, cooking,

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00:28:55,976 --> 00:29:02,238

theater, all kinds of different things. And then you can see kind of what they gravitate

285

00:29:02,278 --> 00:29:10,810

towards. And I got interested in cattle and I went out to my aunt's ranch. And... you can't

286

00:29:10,830 --> 00:29:16,012

get interested in something that you don't get exposed to. First of all, it's exposure and

287

00:29:16,052 --> 00:29:20,534

then mentoring. Now I had a lot of problems in the early seventies as a woman going into

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00:29:20,554 --> 00:29:26,656

the cattle industry, but the way I sold jobs is I'd show off my drawings. This is one of

289

00:29:26,696 --> 00:29:32,859

my drawings. It was in my earlier book of thinking in pictures. And I simply learned to sell my

290

00:29:32,899 --> 00:29:39,521

work portfolios to show off work. I had now I started a little business on my own designing.

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00:29:39,702 --> 00:29:46,043

facilities. And then I also wrote about them. You know, started out going small designing

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00:29:46,063 --> 00:29:52,825

facilities. And I didn't interview with clients, I just showed off the work.

Tony Hernandez Pumarejo

And Dr. Temple

293

00:29:52,845 --> 00:29:57,547

Grandin, what are some of the challenges that you have faced in this field?

Dr. Temple Grandin

Well, being a...

294

00:29:57,587 --> 00:30:03,168

...woman, and especially when we'd be out on the job, where I had problems was with foreman's.

295

00:30:03,708 --> 00:30:11,247

It was not the owners of the ranch or the feed yard. was not the owners. It was the middle

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00:30:11,267 --> 00:30:17,329

management, the foreman's, they felt threatened.
That's where I had the problem. But there also

297

00:30:17,349 --> 00:30:21,391

was some people in the cattle industry who were
very good to me. There was a small contractor

298

00:30:22,451 --> 00:30:28,894

who was a former Marine Corps captain. He reached
out to me to have me design jobs for him. He

299

00:30:28,934 --> 00:30:36,357

was a very important mentor. We built jobs together
for 10 years. Mentors, it starts out in a career

300

00:30:36,397 --> 00:30:44,113

exposure, then mentoring.

Tony Hernandez Pumarejo

And Dr. Temple Grandin,
you know, your story has been one of, if somebody

301

00:30:44,233 --> 00:30:50,656

asked me about the story of Dr. Temple Grandin,
you're a very persevering individual. You put

302

00:30:50,876 --> 00:30:57,040

it in mind and you go ahead and achieve it.
And you know, going along those lines about

303

00:30:57,080 --> 00:31:04,144

your life story, Temple, can you tell me?

Dr. Temple Grandin

The other thing is, I saw doors to opportunity.

304

00:31:04,664 --> 00:31:09,907

There's a scene in the HBO movie, Temple Grandin. where I go up to the editor of the State Farm

305

00:31:09,947 --> 00:31:14,929

magazine and get his card. Because I knew if I wrote for that magazine, that would really

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00:31:15,029 --> 00:31:23,033

help my career. I saw that door. And then after I designed a facility, I would write about

307

00:31:23,073 --> 00:31:29,774

it. And do you think that was one big challenge that you were able to overcome in your life

308

00:31:29,994 --> 00:31:36,361

or was there any other challenge that you faced? I had a lot of problems with anxiety that worsened

309

00:31:36,521 --> 00:31:43,668

as I went through my 20s, got worse and worse, health problems got worse, nonstop colitis

310

00:31:43,708 --> 00:31:51,752

that wouldn't stop. And then I had a... very, very stressful eye operation. I had a little

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00:31:51,772 --> 00:31:57,877

skin cancer on my eyelid, and I had to do plastic surgery while I was awake to take it off, really

312

00:31:57,957 --> 00:32:06,504

horrid. I got really stressed out over that.

And I went on antidepressant medication for

313

00:32:06,524 --> 00:32:12,689

the anxiety. That's all discussed in my earlier, my 27 year old book, Thinking in Pictures,

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00:32:12,789 --> 00:32:19,022

it's discussed in that. Medication saved me. My colitis cleared up in about two weeks. Now

315

00:32:19,042 --> 00:32:24,446

the mistakes this made with antidepressants is too high a dose. I'm taking a starter dose.

316

00:32:24,566 --> 00:32:30,591

It's a starter dose or less. That's all explained in thinking in pictures. Even though the book

317

00:32:30,631 --> 00:32:37,777

is really old now, the drugs haven't changed. There's really no new drugs. In fact, investors

318

00:32:37,817 --> 00:32:42,100

are pulling out of the psychiatric drugs because they can't find new drugs. But now with chat

319

00:32:42,120 --> 00:32:50,919

GPT, it may find some new medications. But antidepressants work for anxiety. And I've been on them for

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00:32:50,979 --> 00:32:58,065

40 years of taking an old fashioned tricyclic, this pro-zac wasn't invented. I've seen horrible

321

00:32:58,105 --> 00:33:03,090

messes when people have gone off of effective drugs, where they've been on something that's

322

00:33:03,110 --> 00:33:07,834

been very effective, very stable, then they go off of it. And it's been very, very bad

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00:33:07,874 --> 00:33:13,019

results. But then on the other hand, too many kids are given too many drugs. It's disgusting.

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00:33:14,860 --> 00:33:22,643

I'm taking one med. Yeah, I'm not a big fan of medications. I'm just being honest. Um,

325

00:33:22,663 --> 00:33:26,765

I'm just trying to find ways to take care of myself naturally, exercise, good food. And

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00:33:26,845 --> 00:33:34,869

well, I do exercise and I, but the problem was the anxiety was coming from within and the

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00:33:34,909 --> 00:33:39,271

thing I've kind of observed us visual thinkers tend to be more nervous and the people that

328

00:33:39,291 --> 00:33:45,073

tend to be the history lovers, they tend to not be signs anxious, but the anxiety was,

329

00:33:45,873 --> 00:33:51,053

uh, It's what scientists call endogenous. It just means from within. My nervous system was,

330

00:33:51,073 --> 00:33:59,100
you know, had fear going on overdrive for absolutely
no reason.

Tony Hernandez Pumarejo

Definitely. You see, and then- Anxiety,

331
00:33:59,120 --> 00:34:03,303
yeah, anxiety for me has been one area that
I've always tried, I always have a fight every

332
00:34:03,343 --> 00:34:08,887
day. I still try, I even tried CBD one time.
The CBD gum is to try, you know, to work with

333
00:34:08,907 --> 00:34:14,062
my anxiety. But it's been, it's always been
a process for me.

Dr. Temple Grandin

Well, the other problem is

334
00:34:14,082 --> 00:34:20,004
they've gone with marijuana. They've got the
THC level up so high on that, that there's

335
00:34:20,044 --> 00:34:25,585
problems with some people getting paranoid and
having all kinds of bad reactions. You know,

336
00:34:26,605 --> 00:34:35,008
my generation was much milder. But they, yeah,
be careful what you take there. The THC levels

337
00:34:35,048 --> 00:34:40,889
are seven times higher. I went on the PubMed

database and was looking at medical articles.

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00:34:40,909 --> 00:34:50,315

And I was... It's scary stuff. Exercise, yes,
I do that. Every night I do my 120 old lady

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00:34:50,335 --> 00:34:55,199

pushups. That used to be 100 sit-ups, but then
I got sciatic nerve problems. Couldn't do that,

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00:34:55,219 --> 00:35:02,702

but I find this burst of heart exercise. That
helps.

Tony Hernandez Pumarejo

That's very impressive and the way you

341

00:35:02,742 --> 00:35:07,865

take care of yourself with the demands, you
know, that your life and profession has brought

342

00:35:07,925 --> 00:35:13,148

in is very something that I well, you know,
well respect, Dr. Grandin. I want to ask you

343

00:35:13,188 --> 00:35:19,212

this very important question for me. How much,
you know, impact and influence your parents

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00:35:19,232 --> 00:35:24,314

had in your life and continue to have in your
life?

Dr. Temple Grandin

Well, my mother was extremely important..

345

00:35:24,334 --> 00:35:27,036

...when I was young. When I was eight years old,
I did not know

346

00:35:30,506 --> 00:35:37,610

reading out loud from a Wizard of Oz book and
taught me how to sound out my words. And no

347

00:35:37,671 --> 00:35:42,854

compli- I can't believe all the complicated
nonsense they have online about phonics. This

348

00:35:42,874 --> 00:35:48,578

was done really simply. I already knew my alphabet.
I already could sing my ABC song, and that

349

00:35:48,618 --> 00:35:53,121

is half the sounds. And then she just had me
memorize the sounds, and then she'd read a

350

00:35:53,141 --> 00:35:57,804

whole page, and then she stopped in that interesting
part, had me sound out the three or four words,

351

00:35:58,205 --> 00:36:04,350

then she'd read some more. So I could get into
the story and then I'd sound out some more

352

00:36:04,390 --> 00:36:10,556

words. And by the end of one semester of doing
this three or four times a week, I went from

353

00:36:10,656 --> 00:36:12,577

no reading to sixth grade level reading.

354

00:36:16,034 --> 00:36:22,676

I was a phonics learner. You know, now other kids learn more the way chat GPT learns. They're

355

00:36:22,716 --> 00:36:28,097

actually trying to teach them to read by predicting the next word. And then some kids are just

356

00:36:28,137 --> 00:36:33,819

straight sight words. They just memorize sight words. You see, this is where you have different

357

00:36:33,839 --> 00:36:38,560

kinds of minds of reading. You don't do what works. And for me, phonics work. For another

358

00:36:38,580 --> 00:36:44,441

kid, sight words work.

Tony Hernandez Pumarejo

That's very interesting.

And that's great that you shared this experience.

359

00:36:45,214 --> 00:36:51,457

Temple. Another question I wanted to ask as we wrap up, what is one thing from Dr. Temple

360

00:36:51,497 --> 00:36:57,901

Grandin that people may not know about you?

Dr. Temple Grandin

Oh, I don't know. I like chocolate, but I think

361

00:36:57,921 --> 00:36:58,961

people know about that.

362

00:37:02,798 --> 00:37:06,380

Tony Hernandez Pumarejo

Definitely.

Dr. Temple Grandin

But the thing I want to see the
kids that are different get out there and be

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00:37:06,440 --> 00:37:11,963

successful. I also do a lot of talks to business
people, you know, with a book, Visual Thinking,

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00:37:12,924 --> 00:37:18,007

to explain to them that you need these skills.
You need the skills of the different kinds

365

00:37:18,027 --> 00:37:26,211

of minds. You know, right now, nobody's fixing
elevators. And you want to get a kid off the

366

00:37:26,231 --> 00:37:32,074

video games? I'll tell you, my kind of mind?
Car mechanics. automobile mechanics has been

367

00:37:32,134 --> 00:37:38,977

very successful in quite a few cases. There's
a man named Danny Coombs and he runs something

368

00:37:38,997 --> 00:37:44,220

called TAPT and he's teaching young autistic
adults to fix cars and car dealerships are

369

00:37:44,260 --> 00:37:51,623

hiring them instantly, instantly. And they discover
that the motors are more interesting than video

370

00:37:51,643 --> 00:37:56,945

games. When it comes to video game design, artificial intelligence is gonna take that totally over,

371

00:37:57,385 --> 00:38:04,718

totally. but it's not going to take fixing things. And even if cars go electric, there's still

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00:38:04,758 --> 00:38:10,583

plenty of sensors and stuff on those cars that has to be fixed. Definitely in terms of working

373

00:38:10,623 --> 00:38:18,650

on those jobs, they wish hard skills, trades, mechanics that are needed. And that people

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00:38:18,670 --> 00:38:23,134

need people to be- Visual thinkers like me, trades are something that's my kind of mind

375

00:38:23,154 --> 00:38:29,579

to be good at. Now you take the mathematicians, chemistry, physics. I just read an article

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00:38:29,619 --> 00:38:36,572

in today's Science magazine, that chap GPT and other artificial intelligence things are gonna

377

00:38:36,652 --> 00:38:38,335

invent all kinds of chemistry stuff.

378

00:38:41,854 --> 00:38:47,605

Yeah, that is computer programming. I can see AI taking over. If a job is hands-on, it's

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00:38:47,685 --> 00:38:56,523

safe. A nurse is not gonna get replaced. A teacher.
You know, anything that's hands-on like that,

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00:38:56,803 --> 00:39:01,707

not gonna go, those jobs are safe. But I can
see a lot of computer programming going out,

381

00:39:02,408 --> 00:39:07,872

especially the lower level stuff. People that
fix computers, I mean, I had to call Chris

382

00:39:07,892 --> 00:39:13,377

last night, he installed software, he installed
the same software that hackers use to steal

383

00:39:13,397 --> 00:39:20,963

people's bank accounts and then he can get into
my computer and I don't bank on this computer

384

00:39:21,043 --> 00:39:30,405

and I never will. As long as I can... and banking
on phone, never, never. Definitely, the key

385

00:39:30,425 --> 00:39:36,149

here is to adjust to those, the realities and
the changes happening with AI and the impact

386

00:39:36,189 --> 00:39:44,335

in- Well, I'm watching AI very, very closely
and fixing cars and fixing elevators. Elevators

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00:39:44,475 --> 00:39:52,220

mechanics is not gonna change unless we get
anti-gravity, like Star Wars vehicles. That's

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00:39:52,340 --> 00:39:58,331

nowhere in the foreseeable future. that elevators
are going to be the same mechanical devices

389

00:39:59,272 --> 00:40:03,874

that they've been for years and years and years
and years. And they require fixing. And I've

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00:40:03,894 --> 00:40:11,558

been on a whole bunch of very questionable elevators
lately. Yes, they're not getting serviced.

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00:40:11,598 --> 00:40:15,220

And we need the people, we need the people.
And these are jobs that my kind of mind would

392

00:40:15,240 --> 00:40:20,203

just love fixing elevators. Now I was happy
to see some younger people at Denver airport

393

00:40:20,223 --> 00:40:27,676

the other day working on the moving sidewalk.
But I'm... No, these are skilled, you know,

394

00:40:27,696 --> 00:40:31,906

don't, in other countries, they don't stick
their nose up at the skilled trades. And these

395

00:40:31,946 --> 00:40:34,893

are the jobs that AI is not gonna take away.

396

00:40:38,022 --> 00:40:44,064

definitely and live concerts live concerts,
live theater you're into doing that? that's

397

00:40:44,104 --> 00:40:48,546

not gonna go away oh, it makes me so happy the Rolling Stones are my age and they're gonna

398

00:40:48,606 --> 00:40:55,929

fill our stadium definitely I wanna see these teenagers be successful I have another book

399

00:40:55,949 --> 00:41:03,212

called The Loving Push and, uh a lot of parents of teenagers like that book because it kind

400

00:41:03,252 --> 00:41:08,954

of motivated them that they gotta get the kid doing some stuff Now you don't shove them on

401

00:41:08,975 --> 00:41:16,120

that super crazy McDonald's takeout window. That you don't do. Yeah. Um, and I think it's

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00:41:16,140 --> 00:41:19,402

too much emphasis on interviewing skills. We need to be doing a lot more back doors into

403

00:41:19,462 --> 00:41:29,709

jobs, just, you know, through contacts, um, getting, uh, getting kids into jobs, but I'm

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00:41:29,789 --> 00:41:34,753

seeing a lot of parents just can't let go. Well, those older adults that get diagnosed later

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00:41:34,773 --> 00:41:40,751

in life, it's a relief. because it explains why they have relationship issues. For a 16

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00:41:40,771 --> 00:41:45,712

year old on this fully verbal and doing well in school, the label is holding them back because

407

00:41:45,732 --> 00:41:51,714

they're not learning life skills, they're not learning work skills. Yeah. Yeah, we need to

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00:41:51,754 --> 00:41:57,795

start out with little kids having chores and then 11 years old, we've got to replace the

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00:41:57,815 --> 00:42:03,437

paper route. Okay, what do we replace it with? They got to do a task on a schedule outside

410

00:42:03,477 --> 00:42:11,142

the home where somebody else is the boss. walking the neighbor's dog every day. It's cost nothing

411

00:42:11,162 --> 00:42:17,028

to set up. Maybe a church volunteer job. Maybe working at the farmer's market, working at

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00:42:17,048 --> 00:42:27,338

community center. Something where it's on a schedule outside the home, least weekly.

Tony Hernandez Pumarejo

Definitely.

413

00:42:27,358 --> 00:42:33,695

Dr. Grandin, before we wrap up, what final message do you have? for society in regards to what

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00:42:33,735 --> 00:42:37,737

you believe and fight for every day. And we must do further to help people with autism

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00:42:37,777 --> 00:42:44,222

around the world.

Dr. Temple Grandin

I want to see them get good jobs. Because I have friends who share interests.

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00:42:44,622 --> 00:42:48,185

And some of the most fun stuff I ever did was on construction jobs. Some of the most fun

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00:42:48,205 --> 00:42:53,568

stuff to talk about is how to build things. I find that's really fun. Friends who shared

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00:42:53,608 --> 00:42:59,012

interests. Okay, let's say you have a kid, he's fixated on cars, a particular type of car,

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00:42:59,312 --> 00:43:04,279

or Thomas the Tank Engine, something like that. Well, then let's broaden that. Well, Thomas

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00:43:04,319 --> 00:43:09,562

has lots of friends of other different kinds of trains that we can learn about. You see

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00:43:09,603 --> 00:43:16,527

how I'm broadening freight trains, passenger trains, subway trains, airport trams. There's

422

00:43:16,547 --> 00:43:21,871

a whole bunch of, Thomas has all these other train friends. Okay, now what do they do? You

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00:43:21,891 --> 00:43:28,055

see how I'm get broadening that and making it less fixated. You take a fixation and broaden

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00:43:28,075 --> 00:43:33,514

it. Learn about the history of the railroad, read about railroads. What kind of stuff do

425

00:43:33,534 --> 00:43:36,755

the trains haul? All kinds of stuff.

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00:43:39,976 --> 00:43:47,958

You broaden it. Now, what I wanna see these kids get out and doing things. And there's

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00:43:47,978 --> 00:43:51,799

a whole bunch of stuff about identity. I've thought about that. My primary identity is

428

00:43:51,859 --> 00:43:59,381

career. That's what's made my life satisfying. And I've taken the money that I've made from

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00:43:59,441 --> 00:44:06,180

speaking engagements and I've put 22 students through masters or PhD programs, and three

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00:44:06,200 --> 00:44:12,534

of those students are now university professors. And that's what I've done with the book money

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00:44:12,774 --> 00:44:19,737

and the speaking engagement money. I pay to put students through graduate school.

Tony Hernandez Pumarejo

That's...

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00:44:19,777 --> 00:44:26,940

amazing.

Dr. Temple Grandin

And I've had several that I think were undiagnosed autistic and one that did extremely

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00:44:26,980 --> 00:44:36,104

well out on our job.

Tony Hernandez Pumarejo

your mission,
uh, temple, you know, speaks for itself and

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00:44:36,124 --> 00:44:40,690

the impact that continues to have around the world. not only for autism, but people that

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00:44:40,730 --> 00:44:47,412

want to go out there and make that difference. And I'm truly honored for you for being an

436

00:44:47,452 --> 00:44:53,633

inspiration for me in my life and for millions of people in the world. And that's really good.

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00:44:53,673 --> 00:44:59,255

Dr. Temple Grandin

Now, in your sales job, I want to ask you, how did you get into your customer service and

438

00:44:59,275 --> 00:45:04,356

your sales job? Well, I think that would be helpful for people that know about it.

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00:45:04,416 --> 00:45:11,738

Tony Hernandez Pumarejo

Well, I applied for the position. This was years ago. I went to the interview. I was, my focus was

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00:45:11,778 --> 00:45:19,301

to do, to focus on how I can help the employer. And, you know, this is how I can help the employer

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00:45:19,422 --> 00:45:24,203

and despite overcoming the anxiety, and I was able to get that job in customer service, my

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00:45:24,244 --> 00:45:29,346

first ever job more than 10 years ago.

Dr. Temple Grandin

So you just went the regular interview route?

Tony Hernandez Pumarejo

Yeah.

443

00:45:29,786 --> 00:45:34,888

Okay. That's how you got in where I kind of went more in the back door, going up and getting

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00:45:34,908 --> 00:45:44,941

that card, half of all good jobs are back door. So how did a kid from the Midwest end up working

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00:45:44,981 --> 00:45:53,066

at Apple on phone hardware? His professor knew

somebody at Apple. That's an example of a backdoor.

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00:45:54,147 --> 00:45:59,571

See, as a visual thinker, I don't think in broad generalities. I think in examples. Now, for

447

00:45:59,631 --> 00:46:04,494

example, one of the reasons I recommend the pilot's checklist so much is I've probably

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00:46:05,315 --> 00:46:09,537

heard about 10 or 15 jobs that have been lost because they did not have the pilot's checklist.

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00:46:10,038 --> 00:46:14,561

jobs that were kept because they had the pilot's checklist, that's an accommodation that just

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00:46:14,601 --> 00:46:21,247

comes up over and over and over again.

Tony Hernandez Pumarejo

Definitely. I think the key here, as you mentioned, as

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00:46:21,287 --> 00:46:27,172

you emphasize Dr. Grandin is skill development, to learn those skills to be successful and

452

00:46:27,192 --> 00:46:35,859

be independent for life. That's the key. And I don't do the idle, like the bar scene chit

453

00:46:35,879 --> 00:46:42,091

chat. One of the problems is I cannot hear it. Also, people do this social chit chat. They

454

00:46:42,111 --> 00:46:50,474

go back and forth, back and forth, and my brain isn't fast enough to follow it.

Tony Hernandez Pumarejo

Definitely.

455

00:46:51,515 --> 00:46:56,317

Well, Dr. Temple Grandin, you need to come back here again. You know, this is your home. We

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00:46:56,417 --> 00:47:02,560

always, well, I would like to talk more about this with you in another time. And I'm truly

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00:47:02,600 --> 00:47:07,706

honored and privileged for you to take in from your time to be with us. in this episode of

458

00:47:07,806 --> 00:47:12,208

My Time with Tony Hernandez-Pumaro. Thank you so much.

Dr. Temple Grandin

Thank you very much for having me

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00:47:12,549 --> 00:47:18,232

and it's been great talking to you.

Tony Hernandez Pumarejo

Thank you.

CONCLUSION- TONY HERNANDEZ PUMAREJO

An awesome interview indeed with Dr. Temple

460

00:47:18,252 --> 00:47:24,295

Grandin. Every time that I had the honor and

privilege of talking with her and I even had

461

00:47:24,335 --> 00:47:30,378

the medium, I have the honor and privilege of meeting her one time in person. It is something

462

00:47:30,418 --> 00:47:38,650

that is very surreal for me even to this very day. Her experience, history. in autism and

463

00:47:38,750 --> 00:47:46,414

animal rights and in her career and her story is truly inspirational, has had an impact around

464

00:47:46,454 --> 00:47:52,736

the world and to have her in my podcast, it means a lot to me. So please share this interview

465

00:47:52,756 --> 00:47:57,398

with everybody that you know, spread the word about my podcast. If you haven't done so, please

466

00:47:57,419 --> 00:48:04,141

subscribe. And until next time, this has been another episode of My Time with Tony Hernandez-Pumarejo.

467

00:48:04,594 --> 00:48:08,397

and I wish you have a wonderful day and God bless. Bye bye.

OUTRO

468

00:48:29,950 --> 00:48:34,773

Also, if you are interested in getting a copy of his book, An Autism Unscripted Life, you

469

00:48:34,793 --> 00:48:39,796

can purchase it on Amazon or any book selling platform. You can also obtain a copy through

470

00:48:39,816 --> 00:48:46,361

his website. So, until the next time you meet, thank you and have a wonderful day. Blessings.