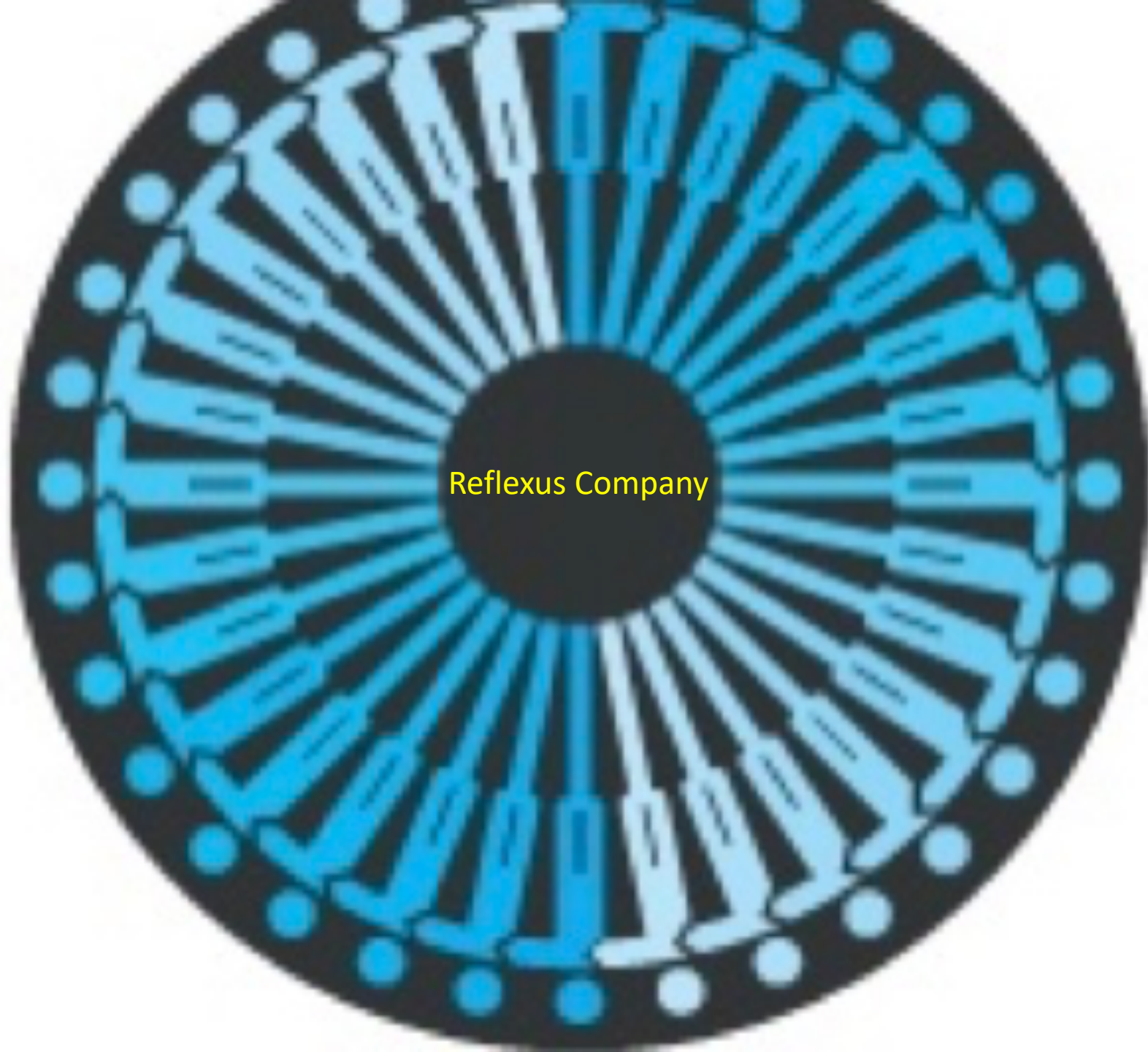


Structure in social systems

Part 2: Social systems mapping



Reflexus Company

Welcome to this presentation on *structure in social systems*.

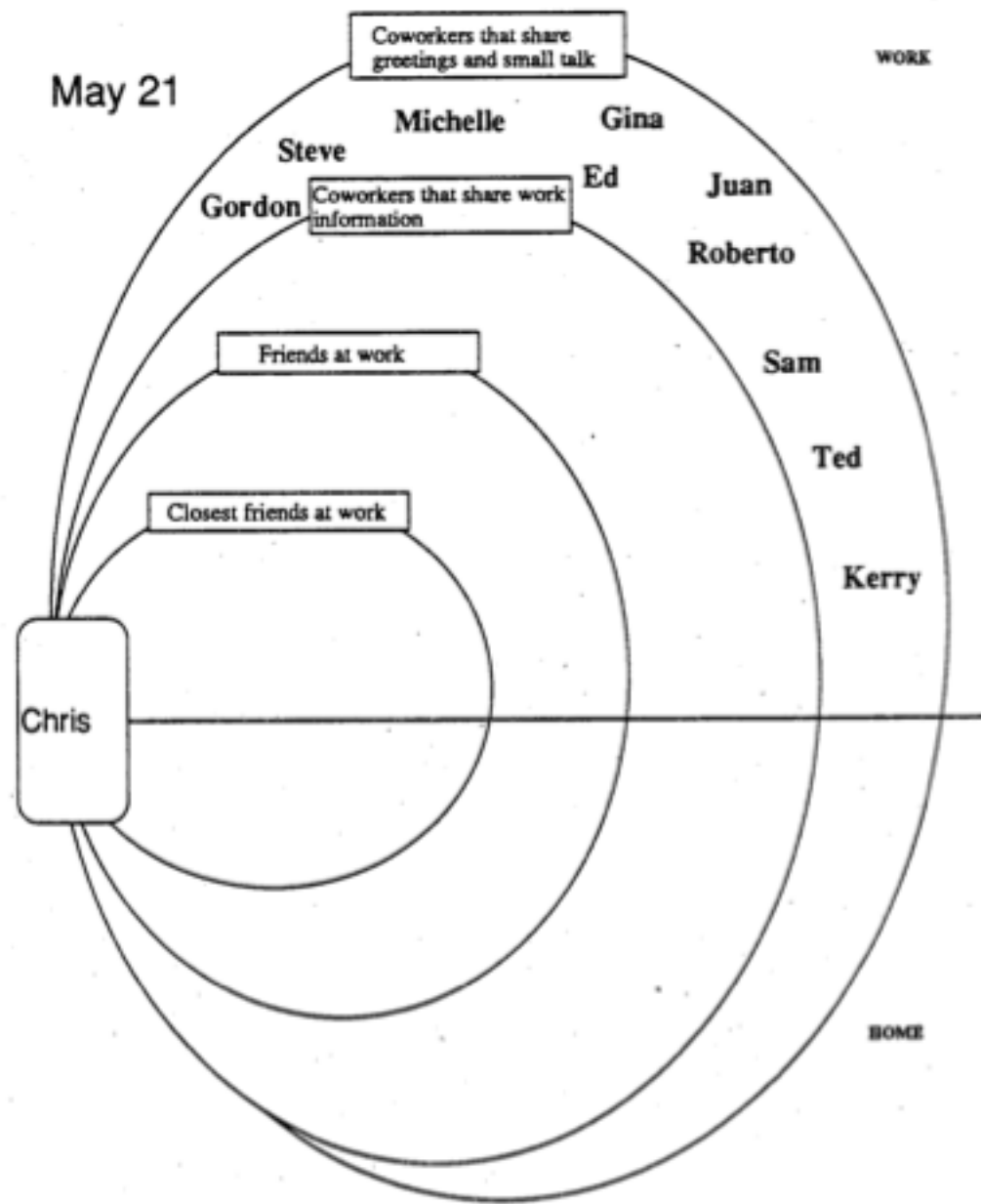
This is part two: Social network mapping

Health and Human Services funds employment support services for people with developmental disabilities. I was responsible for [social](#) and [economic](#) impact research related to these services.

These studies showed us how productivity improves in social support networks.

Very best wishes

Dennis Sadow

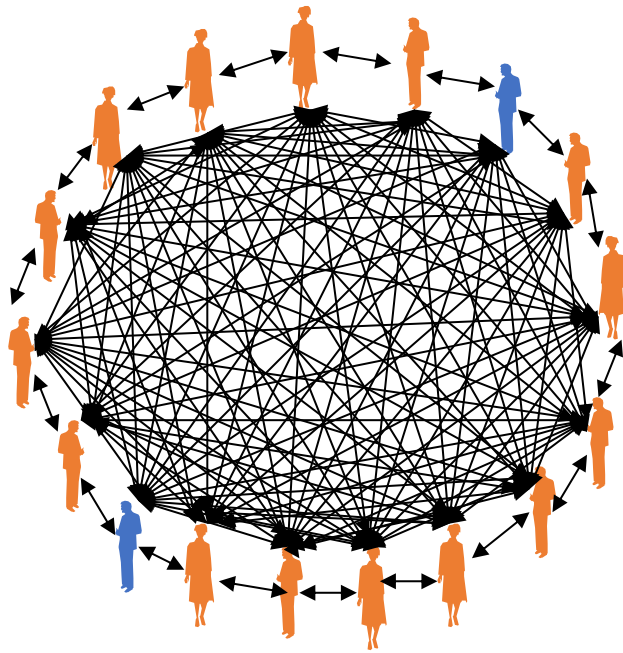


In 1990 my colleagues and I studied social relations between employees with developmental disabilities and their co-workers.

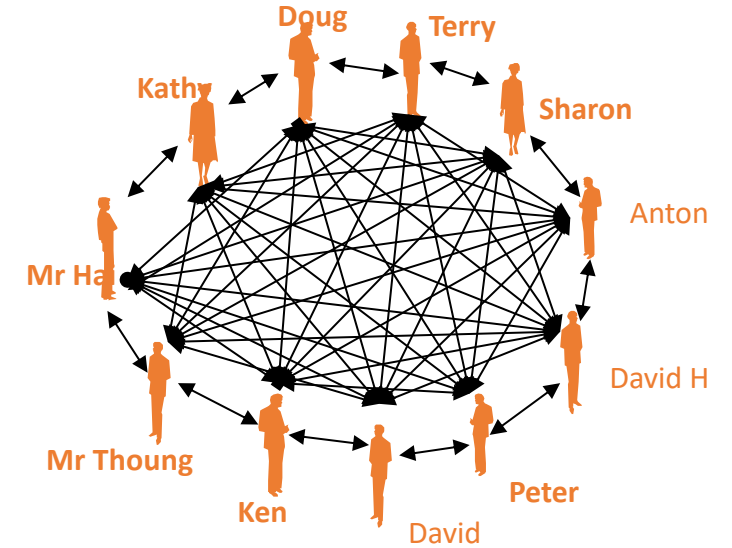
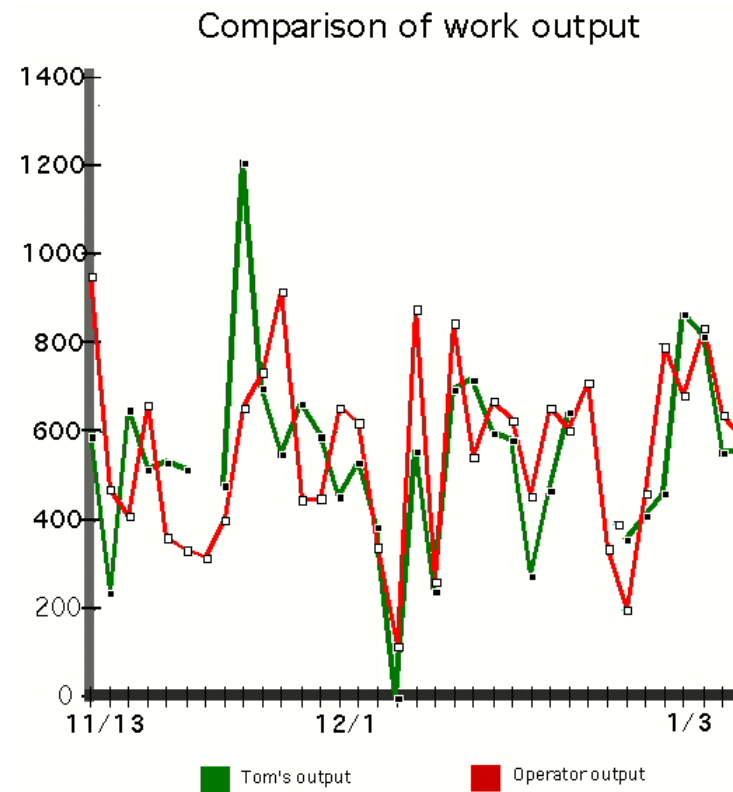
New US policy approved of using public funding to provide professional support at work. This was an extension of federal civil rights legislation aimed at expanding the rights of people with developmental disabilities.

Returning to my childhood language development strategies I designed this sociogram to measure the network of conversations from small talk to becoming close friends at work.

The Integration Guide was published in 1991 and can be found [here](#).



April 1992 Support Network



December 1992 Support Network

We used social network mapping to study the support system for a new employee who had been held at Fairview State Hospital. In April 1992 the network had around a dozen people supporting Ken including my boss, Larry and I (shaded in blue). Seven months later the network was smaller but very effective. By proving Ken worked as productively as his co-worker Terry with productivity data, Ken earned full wage and benefits.

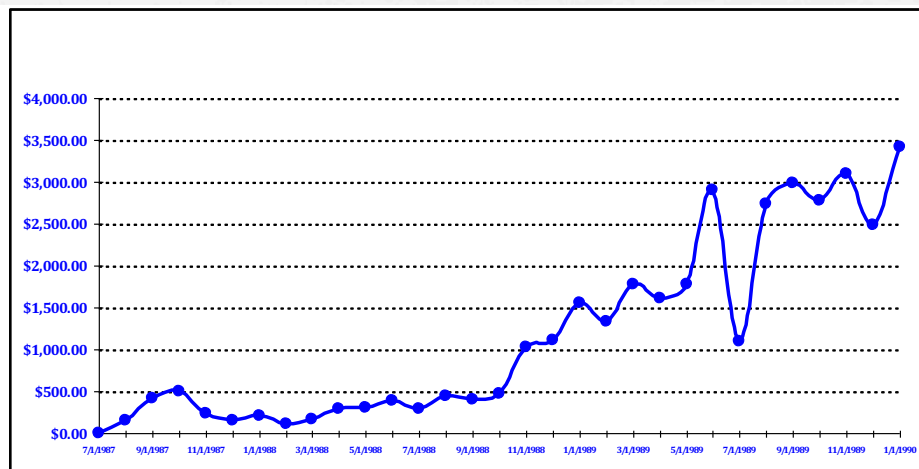
Earning full wage and benefits continues to plague adults with developmental disabilities and states are finally demanding they are paid minimum wage.



Submitted photo

Gov. Neil Goldschmidt and supervisor Wendy Taliaferro examine the work of Joel Arguelles, who's retarded but nonetheless does production work at the NEC America plant in

Hillsboro. Joel was trained under a new business-sponsored program designed to find more meaningful employment for the retarded and get them out of sheltered workshops.



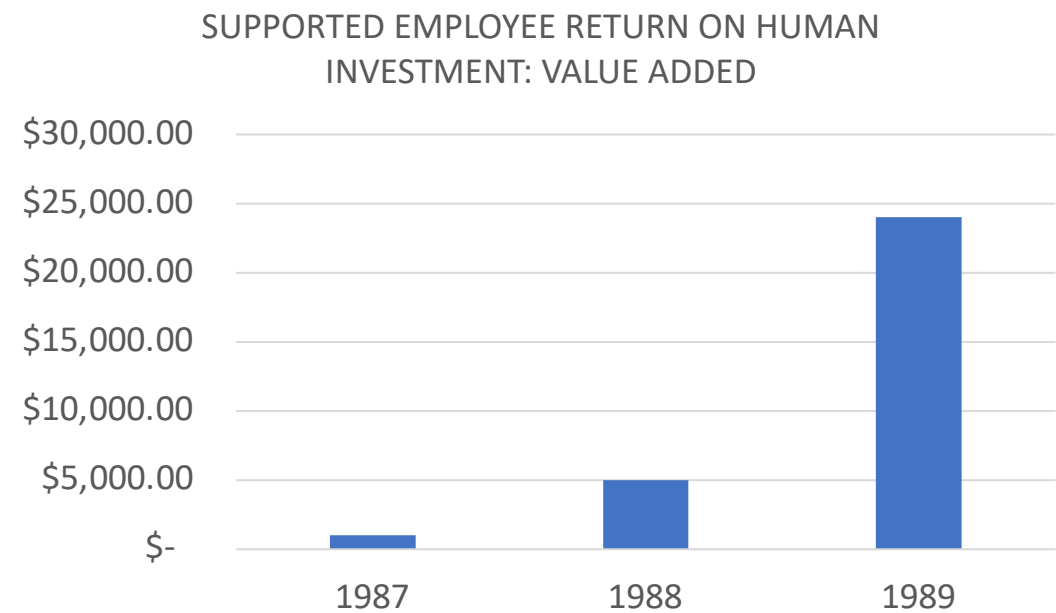
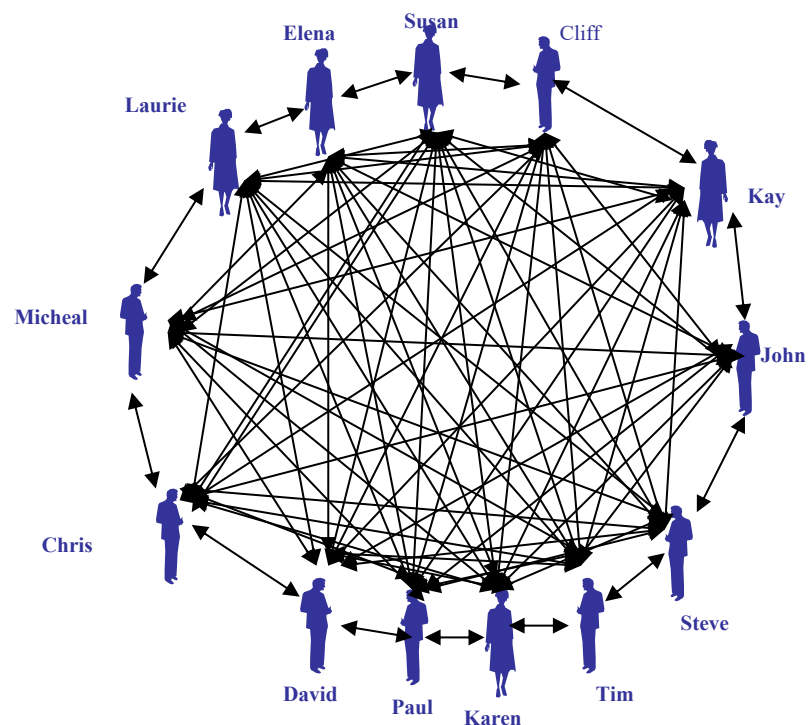
Wendy is a friend and research colleague. Here she and Oregon Governor Goldschmidt watch Joel at NEC America's telecommunication manufacturing site. News of the novel approach to employment reached Japan's Financial Times as the salubrious network grew..

We watched as another worker with developmental disabilities moved away from Wendy and received support from a network of her co-workers. The move is measured by a jump in productivity. We discovered workers preferred to support and care for their co-workers with support needs.

Our productivity data was sending us a signal. How did our collective impact create such a significant increase in productivity?

We simple asked, “*With whom do you collaborate to support Karen at work?*” We discovered a social support network of co-workers of Karen’s who preferred to support her. The structure was interesting. Everyone in the network identified everyone else in the network as a collaborator in supporting Karen. The structure was most cohesive.

This was behind Karen’s productivity gain.



In 1989 we were seeing the social capital effects of human capital investments.

Measuring individual productivity, we calculated how much value was created per employee between 1987-1989.

Natural support, as we called it back then, was proving to be very effective from a financial perspective.

Our research sponsor asked me for a theory that explained our data. Until then we had no theory but searching the University of Oregon Science Library, I found [Autopoiesis: The Organization of Living Systems, Its Characterization and a Model.](#)



I met with Francisco Varela and later, Humberto Maturana. By then they were both very clear that autopoiesis was a biological theory explaining living systems. I met Humberto in Brazil in 1997.

I continue to study Humberto's work on cognition and living systems and more recently his work with Ximena Davila on cultural biology.