**Measuring Success of Client Organization: Spectrum Fusion**

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**Client Organization**

Spectrum Fusion is a non-profit organization that works to help adults with autism pursue meaningful careers by creating a network base for each participant. Spectrum Fusion has developed a program called the Reactor Room. The participants discover their passion and prepare for their Reactor Room. The day of the Reactor Room entails a panel discussion with professionals that provide individualized guidance for the participant.

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**Issues Spectrum Fusion Faces**

1. Measuring Organizational Success
   - Spectrum Fusion needs an effective way to measure the success of their programming by tracking their progress before, during, and after the Reactor Room.

2. Need Organizational Database
   - Spectrum Fusion needs a database to organize their network to better match participants with mentors.

3. Need Streamlined Process
   - Spectrum Fusion needs a streamlined process in order to assist with future expansion of the Reactor Room.

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**Key Activities**

- Gather data about participants and network base
- Create database
- Present deliverables to CEO and obtain feedback
- Interview participants and attend Reactor Room
- Create Rubric

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**Surprises and Discoveries**

Difficult to find an effective measure for qualitative data such as hope and sense of belonging. Do not know whether using codes is effective.

From the interviews, we learned that the participants felt Spectrum Fusion was less of a solution to their problems and more a helping hand to help make their ideas a reality.

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**Analysis Yielded These Findings and Conclusions**

**Interviews with Reactor Room Participants**

- We conducted interviews with 2 participants who have completed the Reactor Room. We used the insight from the interviews to create the basis for the rubric.

**Reactor Room**

- We attended Matthew’s Reactor Room where we were able to gain better insight into the inner workings of the Reactor Rooms and shape the rubric.

**External Research + Meeting with Client**

- We researched what other organizations have used to measure the success of people with autism. Our meetings with the CEO were held to get better insights and how the organization operates.

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**Recommendations**

01. Rubric

- The best way to effectively measure the success of the Reactor Room is to create 3 rubrics:
  - First rubric collects preliminary information.
  - Second rubric collects data on the Reactor Room event.
  - Third rubric collects data on progress toward goals.

02. Rubric Delivery

- One final rubric is associated with Reactor Rooms. Reactor Rooms are flexible in the way that rubric can be given, can either be filled out by participants to help guide them through the process of the Reactor Room or by the participants who have completed it. The Reactor Room is conducted by a staff member from Spectrum Fusion.

03. Organization

- The most important element of the Reactor Room is that participants fit with 3 partners because of the importance of the collaborative process that takes place during each stage of the Reactor Room process.