

Many people on the autism spectrum have a variety of

**exceptional qualities**

**desirable to employers.**

- **Honesty**
- **Loyalty**
- **Creativity**
- **Persistence**
- **Logical reasoning**
- **Novel problem-solving approaches**
- **Deep expertise in areas of interest**

**People on the autism spectrum face barriers getting and keeping a job.**

**But with the right support and environment, they can excel in any industry.**

Building rapport and trust is important to facilitate communication.

Be patient as they settle into a new role.



## Understanding autism

### **Autism is lifelong.**

People can't "grow out" of it.

Autism is sometimes considered to be a hidden disability as it is not always obvious.

### **Strengths, challenges, and needs vary greatly between autistic people.**

Autistic people often feel pressure to conform to social expectations like giving eye contact even if it is uncomfortable for them. This is known as 'masking'... **Masking can be stressful and exhausting.**

Most autistic people **want and value friendships and work relationships.**

### **Each person on the autism spectrum has a different way of perceiving the world, processing information and interacting.**

Autistic people learn different ways to adapt, using their unique strengths to overcome challenges.

### **Sensory sensitivities are common.**

This can apply to one or more senses: sight, hearing, touch, smell, taste, and movement.

### **Sensory issues must be taken seriously.**

Some autistic people are also highly empathic and sensitive to others' feelings.

### **Following rules and doing the right thing**

can be very important to people on the autism spectrum.

### **Communication can be a challenge.**

People on the autism spectrum can have trouble knowing what to say, how to say it, and when. Sometimes a message might come out the "wrong" way, or differently to how they intended.

### **Don't take offence or make assumptions.**

If you are unsure about your interpretation, check with them.