

# Individual Work Preferences Assessment (IWPA)

## Short Version

*If there is any stress, discomfort or anxiety related to the completion of the IWPA form it does not need to be completed.*

Name of participant:	
Date completed:	

The short version of the IWPA provides an overview of your communication preferences, tolerance of change and sensory preferences. Your completed questionnaire aims to educate others on the best role and working environment for you.

All questions can be answered ‘Yes’, ‘No’ or ‘Not sure’. If you have not worked previously please consider other environments such as school, university and volunteer work. A space has been provided after each question for comments (for example strategies that can help).

Communication Preferences		YES	NO	Not sure
1.	I would be okay with a job that requires a lot of face-to-face communication, for example greeting customers and answering customer questions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.	I prefer to learn by doing, or by picture instructions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.	Looking people in the eyes is sometimes difficult for me. (I am still listening and its easier for me to concentrate if I don't look at you)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4.	I would like assistance in sharing my ideas and communicating in meetings or groups.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5.	I may sometimes need assistance to understand other people's humour in the workplace. Tell me if you are using sarcasm or joking.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6.	I may not be able to follow a conversation when multiple people are speaking at once.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7.	I appreciate feedback on my performance with kind supports about areas I need to improve.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Tolerance of change		YES	NO	Not sure
9.	I prefer to not have unexpected changes at work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10.	Sometimes the smallest doubt can mean I cannot initiate or continue a task. I am not being lazy. It can be hard for me to ask for help.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11.	When I experience anxiety at work it reduces my ability to work effectively.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12.	I like knowing what my daily tasks are and what my expected output should be.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13.	I appreciate being pre warned about any changes that may affect me (for example a change in supervisor, change in work tasks, visitors or events)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14.	I prefer repetition and structure in my tasks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15.	I prefer it when my supervisor plans and prioritises my daily tasks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sensory Preferences		YES	NO	Not sure
<b>Touch</b>				
16.	Certain textures of clothes are uncomfortable for me.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17.	I prefer to not have unpredicted sudden human touch (for example being tapped on my shoulder, being touched on my arm).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18.	I can experience discomfort in crowded spaces or if people are in my personal space.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<b>Sight</b>				
19.	I can work more effectively when I am not in a brightly lit space (for example way from fluorescent lights)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20.	I would prefer to not work in an environment that has busy patterns.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21.	A flickering light would mean that I am unable to do my work effectively.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Hearing</b>				
22.	I concentrate better in a quiet workspace (for example where people are not talking a lot or playing music).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
23.	I prefer it if I am given warning of loud noises (for example fire alarms)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
24.	I hear 'white noise' that other people may not be able to hear (for example air conditioners and fridges).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
25.	I can concentrate better if I wear noise cancelling headphones.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Smell</b>				
26.	I can be bothered by strong smells, even those regarded as pleasant by others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Body and feelings</b>				
27.	I tend to bump into objects (for example doorways, tables, desks).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
28.	I prefer to have regular movement to help me to maintain focus.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

29.	When I feel anxious or overwhelmed I do certain body movements to help calm me down.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
30.	I cannot always recognise when I am feeling stressed.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
31.	I don't always know how to explain how I am feeling to other people.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
32.	It's not easy for me to understand the feelings of others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
33.	It's not always easy for me to identify facial expressions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
34.	I am not good at remembering names and faces. I don't mean to be rude if I do not recognise someone.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**References:**

Carleton, R.N., Norton, M.A.P.J., & Asmundson, G.J.G (2007). Fearing the Unknown: A short version of the Intolerance of Uncertainty Scale. *Journal of Anxiety Disorders* 21, 105-117. <https://doi.org/10.1016/j.janxdis.2006.03.014>