

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.

