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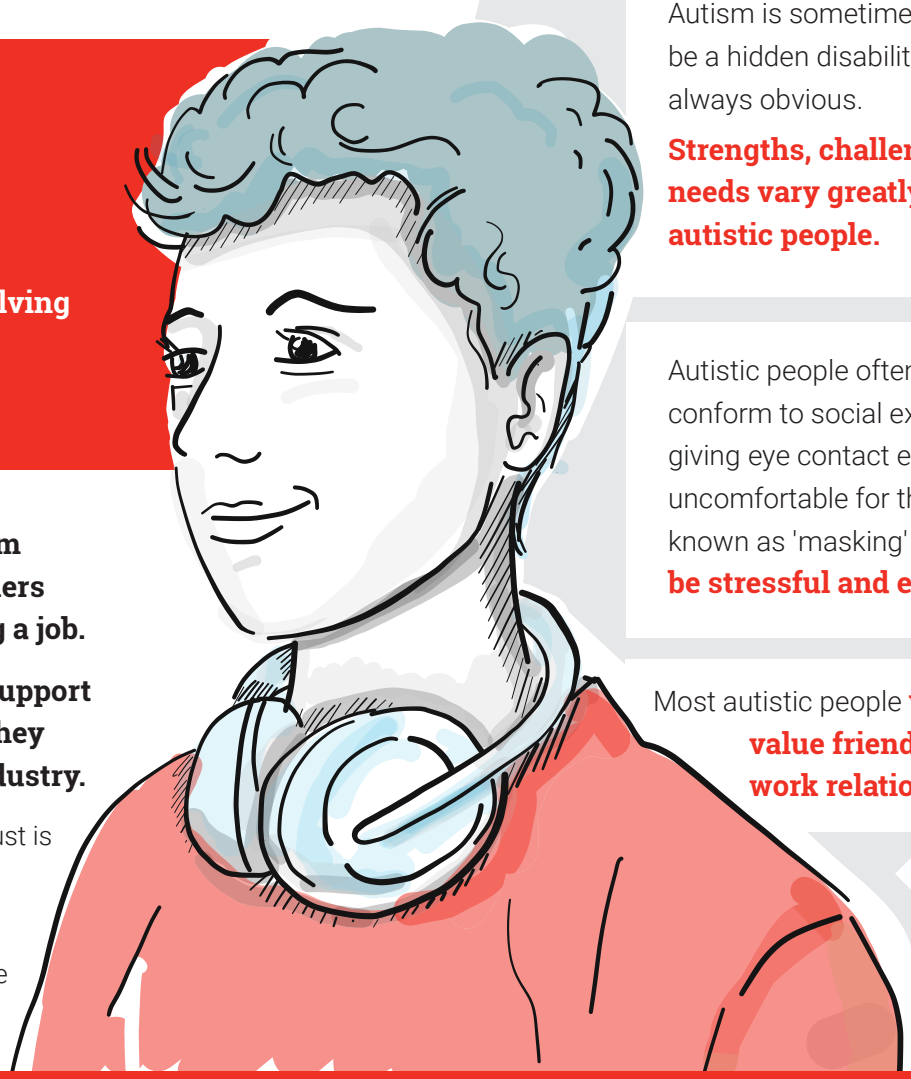
Understanding autism

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.

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 it 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.

Partnership for Employment outcomes for Autistic people in Society

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