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Autistic people experience the world in a different way.
Tuning your communication will make a big difference.

Tips for productive communication

The way a message is received by someone on the autism spectrum can be different from how you intended it.

Every person is unique. Ask about their preferences, and work together on mutually agreed practices.

Your client/employee/colleague may not be aware of workplace etiquette. Be patient and inform them.



Simple tweaks go a long way in supporting autistic employees and improving your interactions.

Communicate key information in writing and/or visually e.g., instructions or daily agenda. Dot points are helpful.

Use visual cues wherever possible.

Be clear about expectations and outcomes.

Keep interactions focused.
- Use literal or exact language
- Make key points concise, explicit and specific
- Ask closed questions, one at a time

Don't give instructions while an employee is busy. Wait until they have finished their task, or ask them to stop and listen to you.

Avoid sarcasm, idioms, anecdotes, and **hypotheticals.** Ambiguous language can lead to misunderstandings.

Give time to process information, particularly verbal information.
Don't rush the person, finish their sentence or keep speaking while they are thinking.

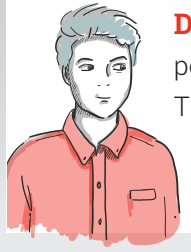
Check you have understood the person **by paraphrasing** what they told you.

For meetings / events
- Give plenty of notice
- Choose spaces mindful of sensory differences
- Make sure only one person speaks at a time
- Limit the number of meetings per week

Be consistent e.g., try and keep the same meeting place and time. If there are changes, provide notice and explain why.

Give frequent, sensitive and **direct feedback.**
Include what they did well and what could be improved.

Encourage feedback and **questions.**
Make clear who they can approach for help.



Don't take offense if an autistic person doesn't make eye contact. They may need to look away to better concentrate on what you are saying.

Most of all, be patient and kind.

PEAS Partnership for Employment outcomes for Autistic people in Society

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Olga Tennison Autism Research Centre

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