This script has been designed to help an Employment Consultant have a conversation with an employer about the strengths of an autistic participant. The script serves as a refresher before a face-to-face visit or phone call to an employer OR the following information can be adapted to an email and sent with information brochures located [here](#).

It does not need to be read word for word and can be adapted or used as required for each conversation.

When having conversations with employers there is a usually a small window of time to represent the amazing strengths that autistic employees can bring to workplaces. The aim in creating a script is to quickly address any negative stigma the employer may have about autism, to sell the strengths of the autistic jobseeker and get the employer to think creatively about the right role creation.

**NOTE:** if you are talking to large employers or Diversity and Inclusion teams please remember that there is an extra PowerPoint presentation that can be utilised for these meetings.

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**What is autism?**

*This autism description has been provided to give you some positive wording when explaining autism to employers.*

Autism is a lifelong neurobiological condition that may present itself in an individual by different ways of thinking, communicating, interacting and experiencing their world, themselves, and others around them. The characteristics of autism vary from person to person and can vary depending on different situations – which is why it is often described as a spectrum. Every autistic individual has a combination of traits that can be considered as strengths and challenges.

**Selling the strengths of autism:**

*Recognise and promote the diverse skillset that autistic employees can bring to their workplace, perhaps adapting the following strengths to suit a particular role at their workplace. Relate it to the strengths and employment goals of the individual participant. It is important to address any negative stigma the employer may have about autism, explaining that it is a difference in processing information and viewing the world, and that this difference brings creative difference to the workplace.*

**Why employing autistic employees is good for business**

*This script has been provided to give you positive selling points for ‘why’ an employer should hire an autistic employee.*

- Contributes to a more inclusive workplace with improved staff confidence and capability
- Makes good business sense for productivity, creativity and innovation
- Managers and leaders become better leaders and managers
- Acknowledge and appreciate that there are a lot of different ways to think, a lot of different ways to learn and a lot of different ways to be
- Often overlooked and misunderstood talent pool
- Autism inclusive work practices are good practices for all employees
- Increased morale of staff working with autistic team members
- Diversity of employees can lead to a more person-centred management approach
- Stability in your workforce
Autistic employees’ strengths can include:
- A logical, data-driven approach
- Recognition of patterns and details others may miss
- The ability to remain highly focused
- A high tolerance for repetitive tasks

Autistic employees tend to thrive in roles that are:
- Sequential, linear, well-defined series of steps
- Have clearly defined responsibilities and expectations
- Emphasize quality and accuracy
- Involve structure and routine
- Focus on work capability and talent, not necessarily on personality
- Has clear rules
- Is within their social limitations (if any)
- Is within their sensory limitations (if any)

What are common an-the-job support requirements for an autistic employee:

Explain that some simple accommodations may be required to support the autistic employee, and they are usually not expensive or difficult accommodations for the employer to implement:
- Open and direct communication
- Well-structured work environment: plenty of ‘the right kind of’ work for them to do
- Visual or written instructions to ensure they know how to do it
- Minimise sensory distractions (for example: noise, light, smell - if required)
- Clear expectations and boundaries: for both task and social expectations. We mustn’t assume that an autistic individual understands the unwritten rules of the workplace
- Noise cancelling headphones
- Notice of change

~Provider~ can work with you to identify any support requirements and put any required adjustments in place. Two supporting tools that are useful in identifying the right roles for autistic individuals are the: (1) Individual Work Preferences Assessment (IWPA) and the (2) Work Profile can be found under the onboarding and employment supports section at www.neurodiversityhub.com. These tools (1) help employment consultants to identify strengths, work preferences and any support requirements, and (2) relay this information to an employer.

Additional information to be provided to employers:
(Hand-Out Pack)

These brochures can be attached to an email or printed out and taken to the employer. Brochures are found here.
We suggest the following brochures.
(1) Autism for employers
(2) Autism and communication flyer
(3) How to get the best out of your autistic employee
(4) Strengths based job matching

Watch training videos:
Stress the importance of watching the free autism training. You can email the links to the training (as below).

All training has been recorded into 4 x 15 minute training modules: https://vimeo.com/untappeddh

(1) Interviewing an autistic jobseeker
(2) Autism & Employment
(3) Managing an autistic employee
(4) Autism & Mental Health at work
**Neurodiversity Hub Website**: For more information and resources
https://www.neurodiversityhub.org/

**In closing:**
Re-iterate that this is a unique opportunity to gain insight into differences in thinking and the unique skillset that an autistic employee can bring. An employer can be provided with autism support through the Neurodiversity Hub website. The supportive autism employment practices are likely to benefit ALL members of staff, not just those on the autism spectrum.

*Thank you and good luck!*