

# SUCCESS IN THE WORKPLACE:

## Strategies from Autistic Employees

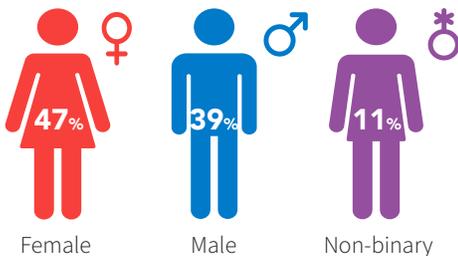
Part of a toolkit\* for employers to help create opportunities for autistic people in the workplace

### Autistic Workers Survey:\*\* Highlights and Key Learnings



All provinces and NWT represented

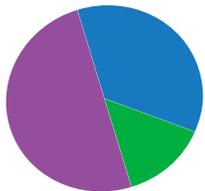
#### Age and Gender



60% were under the age of 40

#### Language and self-identity

47% identified as autistic (identity first)  
31% identified as person with autism (person first)



12% identified as neurodiverse

**Something to think about:** Language evolves and preferences are personal. Learn more about autism language in the toolkit.

#### Employment History

88% have been employed at some point in their lives  
56% have difficulty staying employed

#### The most common reasons for not staying employed:

- Social and communication challenges
- Bullying and harassment
- Trouble fitting in
- Stress, anxiety, burn out
- Inadequate training and support from employer



#### Something to think about:

The most common reason for **NOT** disclosing autism was **fear of discrimination or judgment.**

#### Disclosure

64% shared their diagnosis with their employer  
33% during the application process  
29% after the first three months

#### What makes a work environment inclusive?

“Values quirky, out-of-the-box thinkers.”

“Clear, direct instructions and clear explanations in a form that works for the individual (written for me).”

“A supportive and understanding person such as a boss or mentor who can ease you into the job and the pre-existing co-worker group situation.”

#### TOP 5 supports that make a work environment inclusive, welcoming and supportive:

1. Friendly and non-judgmental
2. Familiar with autism or willing to learn
3. Supportive management
4. A mentor
5. Clear communication

\*SUCCESS IN THE WORKPLACE: Strategies from Autistic Employees Toolkit.

A toolkit of resources that specifically meet the needs of autistic adults and the businesses that hire them.

\*\*The AUTISTIC WORKER SURVEY, developed in collaboration with the Centre for Interdisciplinary Research and Collaboration in Autism, gathered input directly from autistic people about what they feel makes an inclusive, welcoming and supportive work environment. The goal is to contribute insights that support successful and sustained employment for autistic adults.

Project enthusiastically led by:



For more information or to view the toolkit, visit: [www.worktopia.ca](http://www.worktopia.ca)  
If you have any questions or comments, email: [info@worktopia.ca](mailto:info@worktopia.ca)