

SUCCESS IN THE WORKPLACE

EMPLOYER TOOLKIT

Strategies from
Autistic Employees

RECRUITING AUTISTIC TALENT



Interview tips adapted from Centre for Interdisciplinary Research and Collaboration in Autism (CIRCA) professional development modules on autism spectrum disorder (ASD).

Interview Tips

- Provide **ALL shortlisted candidates with a checklist of available interview adjustments** that they may choose from if they need (i.e.) interview questions in advance, demonstration interview, closed captioning for a virtual interview, physical site access needs like elevator or ramp
- Provide a **sensory-friendly environment** or host a virtual interview
- Limit the number of interviewers
- Set the stage by **informing candidates in advance about who will be in the room or on the call**, what format the interview will take and what the dress expectations are
- Have a **skill demonstration or competency-based interview** instead of a traditional interview
- Recognize and accept individual differences in interaction style. For example, **many autistic people struggle with eye contact**. Embrace each candidates' unique traits rather than judge them by them
- Provide an estimated timeline for the length of the interview** so the candidates can be prepared
- Ask clear questions instead of soft questions** (see examples below)



Autistics are often literal thinkers, so asking questions that target the information you want is helpful.

Typical interview questions:

- Tell me about yourself.
- What are your strengths?
- What skills do you think you need improvement on?
- What motivates you?

Try these instead:

- What interests do you have that relate to this job?
- Tell me about your previous related work/volunteer experiences.
- Tell me one or two things that you are good at that will help you in this job.
- In your last job, when you were challenged or not very good at something, what did you do to improve your skills in that area?
- Aside from making money, what do you like about this job?