

SUCCESS IN THE WORKPLACE

EMPLOYER TOOLKIT

Strategies from
Autistic Employees

RETAINING AUTISTIC EMPLOYEES



Many autistics struggle with change, especially if change is constant and the reasons for it left unexplained. There are a number of strategies that can be used to help reduce stress during times of change.

Supporting employees

Strategies for managing change

- Minimize change as much as possible.
- Provide employee with advanced notice of change.
- Explain reasons for all changes.
- Answers all questions about the change.
- Provide timelines for change.
- Allow employee time to process & respond to the change.
- Negotiate a mutually acceptable timeframe to process change and review regularly with the employee.
- Involve employee in change management process.
- Be patient, understanding, and flexible during any change.