

## Asperger's in the Job World by Daniel S. Durany

### Top 10 Reasons to hire people with Aspergers

- According to the American Disabilities Act, you pay fewer in taxes with people having disabilities. As well as companies have to hire a certain amount of workers with disabilities.
- Maximum effort in getting the task done
- Very bright individuals who think exceptionally at a high level
- Honest working people who strive to be ethical and moral in our values
- Reliable worker: going to be there on time, getting maximum results for the organization, & values the details that will make a big difference for the organization
- Their disorder can be conquered with cognitive therapy & tons of people loving them unconditionally
- They bring a different dimension into your company whether be organization skills, thinking outside the box, innovative solutions to a problem, or daily inspiration
- Resilient people until the task has been accomplished
- Detail & Data oriented that to exact point possible especially in computers, research & stats
- Famous people such as Bill Gates, Robin Williams, & Mozart have been noted to having Aspergers

### Jobs Tips for people diagnosed with Asperger's

- Less Is More when communicating to people
  - Try to find a company to work with as few people as possible so there won't be as many communication barriers
  - Avoid personal conversations especially at the start of working with new company
  - Majority to nearly all communication should pertain to the job at hand
  - Harder for an extrovert person than introvert person with Asperger's to excel in the job world
- Listen & Observe
  - Observe what each person is doing on their task with heavy emphasis on how other people socially interact with each other
  - Listen to your bosses & acknowledge back to the boss with abstract point view
- Even Keel as much as possible with your emotions
  - Lots of deep breathes need to be taken during stressful situations
  - Think of the quote, "Cooler heads prevail."
- Focus more on networks, not friendships
  - Have to mindset to build networks, because friendships will likely become easier
  - Why networks? Easier to find jobs, easier to build rapport with people
  - Job world is filled with tons & tons of small talk
  - I rather have 100 good friends (networks) than one best friend
- Find jobs with highly stimulating from the brain
  - Asperger's people will tend to be lost, befuddled with jobs that are little to no interest to them at all
- Find jobs relating towards hard skills (objects related) compared to soft skills
  - People with Asperger's tend to do better with skills they can control
  - Soft Skills is difficult for them due to not being in total control at getting what they want during a particular moment
- Remember change is inevitable in the working world
  - Preparation is the key recipe for success in handling change

### **Advice for employers who work with people having Asperger's**

- Provide them with innovative solutions to help them succeed.
  - Innovative solutions can range from getting a task done, accommodations, schedule to get to work, and etc.
- Notorious for being misunderstood
  - My advice for employers especially CEOs, COOs & executives working with people having Aspergers is to always ask yourself these couple of questions, “Can you show me where you are coming from your statement, ” “Why did he/she made that statement?” For employers to engrave the mindset in remembering those two questions; they are less likely to make poor judgments, knee jerk reactions, & build a solid rapport with people having Asperger's.
- Provide them with people who deeply love them unconditional at any circumstance.
  - I believe the two best cures for a person to overcome Asperger's are unconditional love & cognitive therapy.
- Our brains need constant stimulation with tasks to help us gain knowledge & wisdom and being surrounding by successful people driven to succeed.