

Job Accommodations

For a person with autism to excel in the job world, they need the essential tools provided for them to perform at their maximum level. All people with autism have sensory issues, but not all people with sensory issues are autistic. A person with autism needs to be provided with accommodations in the job world so they can be guided with tools in order to cope with any sensory issues. Here are list of accommodations beneficial for people with autism.

Top Five Ways to Provide Accommodations for People with Autism

1. Innovative ways for them to have breaks on the jobs
 - If working a typical 8-5 shift, majority of people's breaks are typically 30 minute lunch and two 15 minute breaks. For someone whose on the autism spectrum might prefer a various options for breaks such as:
 - Six 5-minute breaks with 30-minute lunch
 - Three 10-minute breaks with 30-minute lunch
 - Two 15-minute breaks with 30-minute lunch
 - 1 hour lunch with no other breaks
2. Working with small number of people within the company
 - Most people who are on the autism spectrum prefer to work with smaller crowd of people for various reasons:
 - Likely to be more productive
 - Few communications breakdowns and/or barriers
 - Tend to do better with hard skills in comparison to soft skills
 - Realization of little-to-zero loyalty in the job world
3. Having a flexible schedule is crucial for a person with autism because this give them an indicator in how they function best in the working world. The biggest reason for their lack of success in the job world pertains to the sensory issues. All people with autism have sensory issues, but not all people who have sensory issues are autistic. Flexibles Schedules can range from these areas:
 - Is the person a morning person or night owl?
 - Do they prefer to work inside or outside?
 - Would they desire working from home, at the companies' facility or blend of both working from home & companies' facility?
 - Do they prefer working that deals with moving around or standing still at an office-type atmosphere?
4. Stress is inevitable especially in the job world. Tasks have to be done, demands have tendency to be overwhelming on people, & pressures to succeed becoming overbearing for people. Here are few accommodations for a person with autism to cope with stress in job world:
 - Take a few deep breathes before reacting to the situation.
 - Find a five minute break to talk to close family/friends whose isn't affiliated with the organization at any capacity.

- If possible, walk away from the situation to regain your composure.
5. Communication needs to be clear, concise, & direct for people with autism. They think in very black & white, very linear, & straight-forward. When communication lines are off at any capacity, then frustrations, confusion, & disappointment will be looming ahead. Most people with autism are likely to communicate best through email. Here are a list of reasons why they communicate best through email:
- Ability to send or receive information without any interruption
 - Can save & organize information & contacts with folders
 - Ability to send messages to multiple people
 - Easier to edit information
 - Easier to process information in comparison to face-to-face chat
 - 24/7 Open Communication