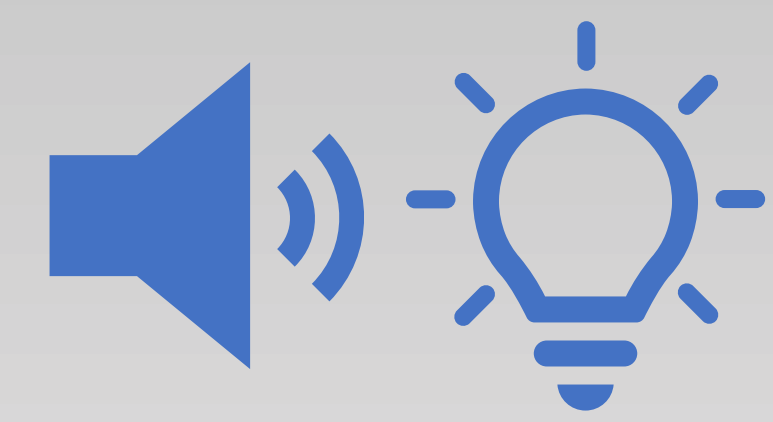


What makes up the autistic experience of work?

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THE ENVIRONMENT

The environment is how the physical, social and workplace environment affects work experience.

- Accommodating/understanding = success
- Various sensory factors = difficult environment
- Requests for clarity in work tasks/ job roles



SOCIAL FACTORS

How individuals communicate in the workplace, ways to improve that experience, and the impact it has.

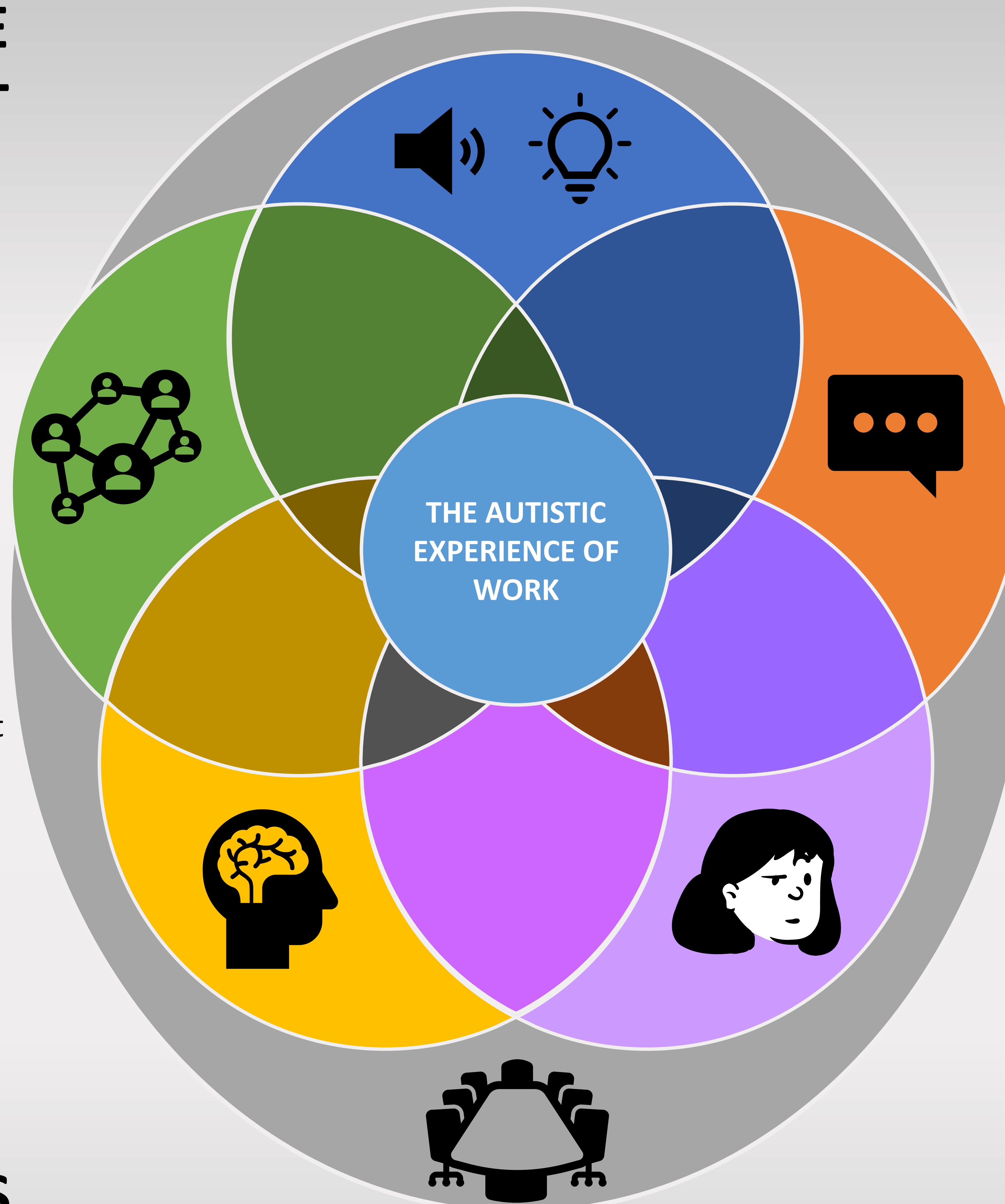
- Too much emphasis on social aspects in workplaces
- Feeling drained by the social experiences
- Desiring clear and direct communication



INTERNAL FACTORS

Factors such as emotion, individual qualities, and health all influence the working experience.

- Anxiety is commonly felt in the workplace
- Individual skills enhance workplace experience
- Executive functioning significantly affects work outcomes



METHODOLOGY

Systematic literature search for papers that include the first-hand autistic experience of employment. 33 papers met the criteria. There were hundreds of different experiences that have been coded and analysed through NVIVO. These codes have been compiled under six themes that best capture what the experience of employment is for autistic individuals.

DIFFICULT CONVERSATIONS



Disclosing your diagnosis and requesting adjustments are two significant conversation in your work experience.

- Discrimination following disclosure is common and threatens future disclosures
- Adjustments not being delivered despite requests
- Positive outcomes if disclosure leads to acceptance



WHAT MAKES A BETTER WORKPLACE?

What people have tried or have wanted to try in order to improve their working experience.

- Environmental and communication adjustments
- Accepting and understanding workplace
- More time/less pressure to complete tasks

THE ATTITUDES OF OTHERS



Others attitudes and how an individual is affected by them interacts with all the other experiences.

- Acceptance predicts positive experiences
- Discrimination is common and impacts mental health
- Discrimination from colleagues and superiors