

Peer Support Handout: Work Stress

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Work Stressors

Autistic work experiences can mean that the natural work environment and routine is triggering as an autistic staff member. This can include limited notice for changes, social interactions and unclear task setting.



Produced by:



**Mental Health
Equity Project**

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Barriers to Work

Autistic people can face barriers in work and to gaining employment.

Barriers may include transport struggles, fatigue, masking and support networks.



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Work Events & Social Gatherings

Work gatherings can feel overwhelming with an expectation to attend them all, often leading to overstimulation, exhaustion, and increased risk of burnout or meltdowns



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Workplace Environment

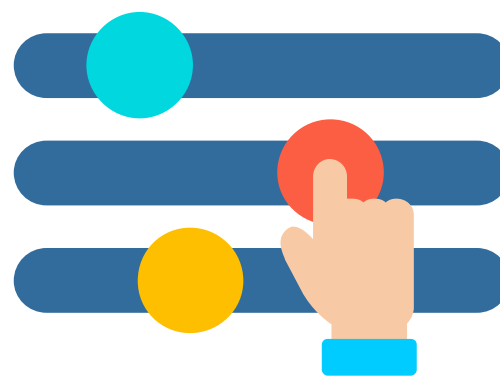
The work environment can be overwhelming, with factors such as sensory stimuli, communication challenges, and task management often contributing to stress and confusion.



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Reasonable Adjustments

You may require additional support at work. Your manager should be open to providing changes within the workplace and personal adaptations to help you feel more supported within work.



Signposting and Support Resources

Local Organisations and Support

Workplace Leeds, which is run by Leeds Mind supports people with mental health issues who are seeking employment, they offer 1-1 support and will advise you on each step of the employment process. We have done partnership work and training with them, and some of their staff are also autistic:

- Website: www.leedsmind.org.uk/services/workplace-leeds/
- Phone: 0113 230 2631
- Email: admin@workplaceleeds.org.uk

Scope also has support for disabled people accessing work, and can support with interview prep, as well as practise and discuss reasonable adjustments with you too:

- Website: Support to Work | Disability charity Scope UK