

**The
Advonet
Group**

Providing Independent Advocacy



**Autism
AIM**

Strategies and Resources

Advantages of Employing Autistic People

Strengths and Positives

There are many strengths and positives that being autistic can bring to a work role. Some of us may not naturally recognise our own strengths, below are only a few to consider.

- Perfectionism or attention to detail: You may have a capacity to keep going with tasks or projects until they are finished to the best possible standard, rather than giving up or taking short cuts.
- Focus: When given a job, task, or project, you may find you have a focus that enables you to complete it in an efficient and distinctive manner. This can allow you to stand out as a reliable and productive employee.
- Specialist skills: Many autistic people gain in-depth knowledge about their favourite interests. This can often be utilised positively in related job roles.
- Alternative ways of thinking about things: Being autistic means that our brains are wired a bit differently to a neurotypical person. Although this can create challenges at times in day to day living, it does have some advantages.
- One of those advantages is our ability to view things from a different angle or think 'outside the box'. This can be an incredible strength within a workplace when applied to perhaps problem solving or finding the most time or cost-efficient way to work.

Strengths and Positives Continued

- **Honesty:** Some of us may have been described as 'blunt' or as 'not having a filter'. Although this may have felt like a negative at times, within some environments it can be a welcome change from the majority. A lot of working environments involve 'office politics' and people trying to make sure they are ok regardless of others. The ability to be clear, factual, straightforward, and honest is a good quality to possess. Especially in that type of environment.
- **Reliable:** Many autistic people work well with consistency, clarity, and routine. Translated to a job role this means if we say we are going to do something then we do. This is a positive when thinking about deadlines or realistically managing a case load, for example.



Takeaways

1. Attention to detail and the ability to focus on a given task
2. Specialist skills
3. Alternate ways to thinking and problem solving
4. Honesty and reliability

Contact Us



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This guide was produced by the Autism AIM team, part of The Advonet Group. We are a free service co-led by and run for autistic adults (aged 18+) in the West Yorkshire area.