

**The
Advonet
Group**

Providing Independent Advocacy



**Autism
AIM**

Strategies and Resources

Employment: Preparing for Interview

What to Consider Before Your Interview

When you are offered an interview, think about any accommodations that would help you feel comfortable or less anxious or overwhelmed.

- Seeing the interview questions in advance allows you to prepare answers and make notes or prompts to keep you clear and concise. How do you most confidently refer to notes- laptop, tablet, phone, or pen and paper?
- Do you have any sensory differences that would impact your performance during an interview? Certain types of lighting, sounds or smells? How cluttered or 'busy' the interview room is?
- Travelling by public transport or driving might leave you stressed. Arranging with interviewers to arrive a bit earlier and have time to decompress in a quiet area can help to calm and refocus.
- If you find that your processing time when being asked questions is impacted by anxiety and stress you may want to let the interviewers know in advance. It may become slower, leading to frequent pauses, or it may speed up and you might talk faster than usual.
- Working out in advance the route you need to take, how you are going to travel, and how long it takes to get there is positive preparation. Give yourself extra time in case of unexpected delays to your journey. Consider doing a 'dummy' run beforehand if it will ease anxiety and give you a feeling for where you will be attending the interview.

What to Consider Before Your Interview continued

- Plan the night before what you are going to wear and what you need to take with you - notes, laptop, water, any fidget items you use, etc. It is important to be dressed appropriately for the role, but also to feel comfortable. Uncomfortable clothing, anxiety, and stress is a bad combination.
- General considerations that may help - knowing approximately how long the interview will last, how many people are interviewing you, when you can expect to get the outcome, can you get feedback on your performance to help in future interviews, etc.



Takeaways

1. Consider carefully all the adjustments that will give you the best chance of showing your skills off to the employer
2. Have some of your own questions ready - nearly all interviews end with - 'have you got any questions for 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.