

Autism and Inclusion in the Workforce

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Autism to me is the inability to handle either making mistakes, or answering questions that don't have right or wrong answers. Mistakes I make cause me anxiety because I feel that I shouldn't be making them, while subjects with no right or wrong answers tend to frustrate me. This makes English class especially challenging to me because most of the assignments have no right answers and are mainly writing based. However, because I prefer questions with concrete answers, subjects that always have them, like math and science classes, are very appealing to me. I can also remember most of what I've learned in those classes, and I tend to be very good at them. So in the end, while my autism makes it so that I'm not good at questions with no right or wrong answers, it allows me to succeed at solving problems based off of math and science, as well as other subjects with concrete answers. These strengths can help me thrive in the work environment.

Being inclusive means providing the opportunity for everyone to succeed, without it being incredibly unfair to others. Inclusion in the workforce to me is offering accommodations that are helpful, while not being too inconvenient to the employer or coworkers. For example, having access to a written document detailing instructions or other information can be extremely helpful. I internalize information better when I see it

written rather than hearing it. I also do better work when I have clear instructions about what to do. An example of what my employer is looking for and when they would want it by is something that would be really appreciated. I would also appreciate a schedule of future events that might happen. I tend to get anxious and frustrated when I learn about something happening at the last possible second. With these accommodations, I am sure that I will succeed in the workplace. I find these accommodations to be extremely helpful, without inconveniencing others.