

The Talented Worker with Autistic Traits*

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| NA | 01 |  | Manage Stress
You are less than your best when stressed out. So are we. Creativity and innovation disappear |
| NA | 02 |  | Put it in Writing & Pictures
Everyone has challenges remembering everything. Written lists and visual diagrams help keep us on track |
| NA | 03 |  | Go One Direction at a Time
Our brains cannot go in multiple directions at the same time. We work best when we can dedicate our whole mind to a single task |
| NA | 04 |  | Specify Clearly Defined Targets
Don't assume. Neither of us can read minds. Clearly explain your expectations with straightforward language |
| NA | 05 |  | Use Words Literally
Dictionaries exist to give distinct meanings. For us a wink or sarcastic tone doesn't change that meaning |
| NA | 06 |  | Explain the Big Picture First
Without knowing the context, we struggle to figure out where the details fit |
| NA | 07 |  | Provide Boundaries for Innovation
You want innovation, then get upset when our ideas are beyond what the organization can do or afford |
| NA | 08 |  | Explain How Decisions are Made
Nobody likes it when others' ideas are chosen. It is easier to accept when the "why" is told |
| NA | 09 |  | Facts Before Feelings
We speak logically, and often brutally blunt. Take us literally |
| NA | 10 |  | Explain Workplace Norms
We think differently which gives us the skills you need. However, workplace etiquette may not come naturally |

**Mark the NA box for any tip that does not apply to helping you

* Autism is a spectrum condition, meaning individuals may exhibit differing traits in varying degrees.

Created by: Tim Goldstein / www.TimGoldstein.com © Wiser Ltd 2019

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