



Why I Should Hire Someone with ASD

10 CHARACTERISTICS OF A SUCCESSFUL EMPLOYEE

According to the Center for Disease Control and Prevention (CDC), the incidence of Autism Spectrum Disorder (ASD) diagnoses is on the rise. Since 2000, the number of diagnoses has more than doubled. Autism Spectrum Disorder is often misunderstood. For every challenging characteristic of being on the spectrum, one can find a positive use of that trait that can be applied in a wide range of jobs. With our current understanding, the term ASD refers to diverse set of individuals who possess a wide range of skills and personality traits. Many individuals who have ASD share an array of traits, characteristics, gifts and talents that can be, and often are, of great value to employers. Listed below are 10 benefits of hiring a diverse workforce that includes individuals with ASD:

1. **Trustworthy, Dependable, Loyal Employees.** Individuals with ASD take their jobs seriously and are hard workers. They tend to be conscientious and committed to their work, often with good levels of punctuality, honesty and integrity.
2. **Strong Detail and Intense Attention.** People with ASD have exceptional memories, including a memory for details that can be astounding. With the intense attention to detail, often comes a need for perfection. Employees with ASD have been praised for their accuracy and attention to detail.
3. **Untapped Talent.** Individuals with autism have a great deal to offer the work world and may have unique skills and abilities that will help an organization thrive. Individuals with ASD are successful in many fields, and are often drawn to computing, scientific research, software testing, and media design and development, as well as other areas too.
4. **Process and Visual Thinkers.** Since people with ASD can quickly see details that others don't, a strong sign of creative thinking. Their thought process is often very different which helps expand the ideas and thinking of other employees.
5. **Problem-Solving Ingenuity.** Since individuals with autism tend to prefer logical and structured approaches to their work, many have an original approach to solving problems. They may enjoy problem-solving and can bring new ideas and take fresh approaches to their job.

6. **Integrity.** Employees with ASD do not follow the crowd. In fact, if they know that something is wrong, they stick to their positions, even in the face of intense social pressure. Individuals with ASD do not have hidden agendas or interest in harming or taking advantage of others. Their values are not shaped by financial, social, or political influences. They are rule followers and stick to the work responsible for completing and tasks outlined.
7. **Perseverance.** Repetition, routine, and endurance are not boring to individuals with ASD. They may have the ability to focus on a rote task for long periods of time. In fact, their ability to focus on one task at a time helps them complete tasks and enjoy their work. Individuals with ASD may have a tolerance of repetition and routine which is valuable to many types of jobs.
8. **Engagement with Specific Interests.** When successfully matched with jobs that align with their interests, employees with ASD can often hyper-focus on the task at hand, which enhances performance, workflow, and productivity for the business.
9. **Retention.** Individuals with ASD have a preference for routine and once settled in a job will often stay in that role considerably longer than others. Workers with ASD are often excellent, dependable, and long-term employees. Employers have noted that the turnover rate employees with ASD is significantly less than that of neurotypical workers (those without disabilities), thus reducing company costs.
10. **All Employees Benefit from the Supports.** Supports that help individuals with ASD be successful in the workplace often provide clarity to all employees. Visual reminders, simplifying job descriptions, establishing short-term and long-term goals for employees – are useful for all company employees. Engaging in more precise communication, setting clear expectations, reducing ambiguity, providing consistent feedback, and checking in frequently can improve the workplace for all employees.



<http://icspss.illinoisstate.edu>



autismcollegeandcareer.com

This publication is pursuant to a grant from the Illinois State Board of Education and funded 100% with Autism Training and Technical Assistance Project dollars