Autism is a lifelong disability which affects how people communicate and interact with the world. There are approximately 700,000 autistic adults and children in the UK.

**Autistic people:**
- need more time to process questions, requests and instructions
- may struggle meeting new people
- may struggle to pick up on unwritten rules
- may find office environments overwhelming
- may struggle with small talk and workplace relationships

**Autistic strengths:**
- intense focus
- attention to detail
- considered and reflective approach
- honesty and integrity
- creative thinking

“With just a little more acceptance, understanding and a few simple adjustments, more autistic people would be able to enter the workforce and put their amazing talents to use.”

Chris Packham CBE, autistic man and National Autistic Society Ambassador

**How to help autistic colleagues:**
- give clear instructions and put important points in writing for clarification
- don’t rely on body language or facial expressions to communicate
- give anxious or agitated colleagues space and time to recover
- offer to be a buddy for workplace social events

Just 22% of autistic people are in employment.

Help create a society that works for autistic people

www.autism.org.uk

The National Autistic Society is a charity registered in England and Wales (269425) and in Scotland (SCO39427).