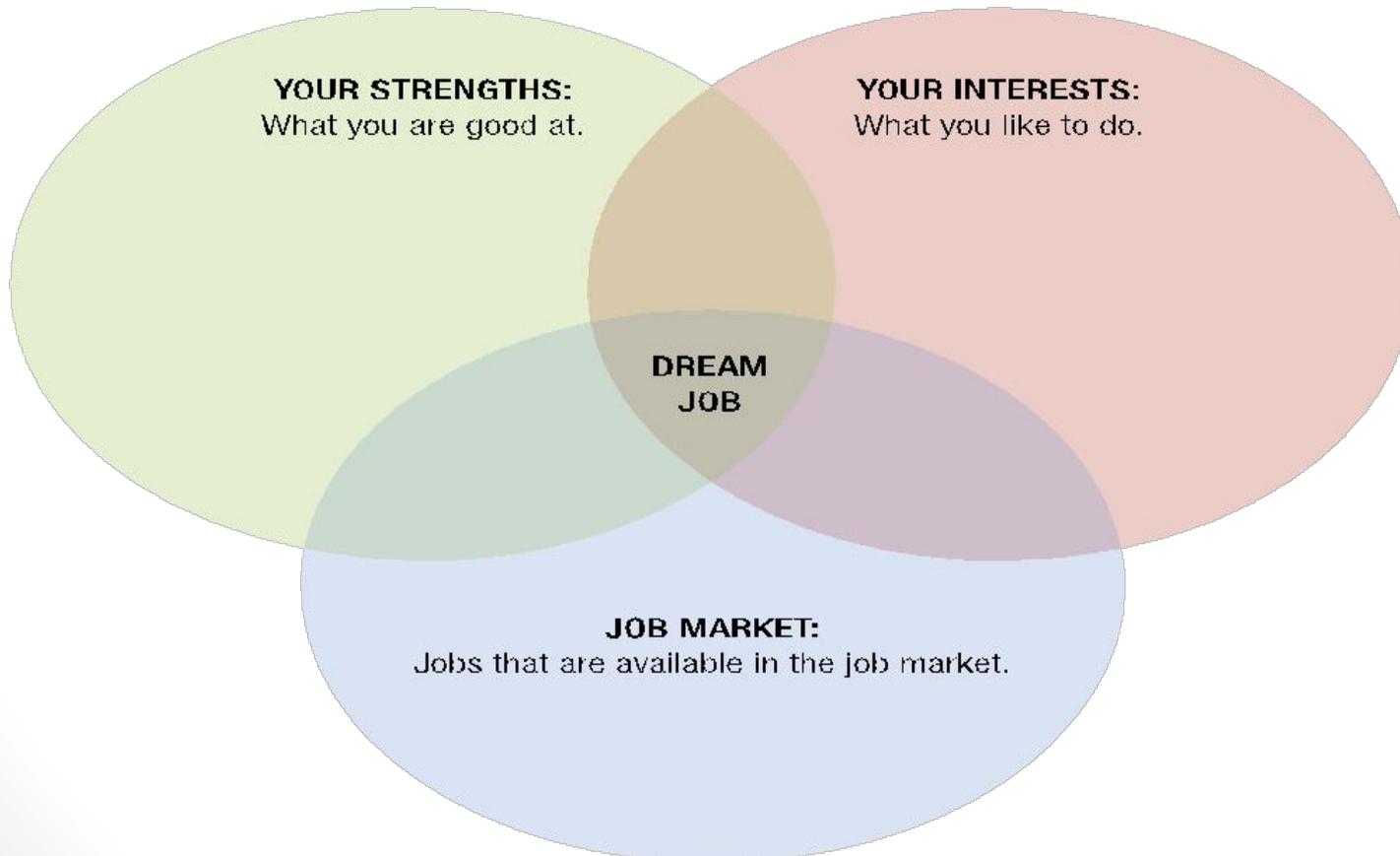


# “Fit” between you and the job



## What Job is Right for You?

It is important to understand your strengths and interests when you are looking for a job. We all hope to find a job that we are very good at and that we can truly enjoy doing for a long time – our dream job! But being realistic is important, too. Sometimes we need to realize that what we are good at is not always something we can do as paid employment, or there may not be a job available that matches our top interests. That's ok! A good approach is to list your personal strengths and interests, and then search the job market to see what positions are available that match up most closely with those ideals.



# Top Two Challenges for Career Success

1. Self-advocacy
  - a. Know yourself
    - i. Strengths and challenges, needs, interests, what works/what doesn't, how to be successful
2. How to get what you need and want to be successful
  - a. Know the system, institution, program, etc.
    - i. the environment both physically and culturally

Result: know how to succeed in the environment

# Self-Advocacy: locus of control

- Self-Advocacy is learning how to speak up for yourself, including
  - making your own decisions about your own life,
  - learning how to get information so that you can understand things that are of interest to you,
  - finding out who will support you in your journey,
  - learning to identify problems and solve them,
  - listening and learning,
  - reaching out to others when you need help and friendship,
  - knowing your rights and responsibilities.

• Source: <http://www.wrightslaw.com/info/self.advocacy.htm>

# The good news

- Knowing yourself and what you need to be successful is a huge asset in the workplace.
- The closer the “fit” between who you are and what the job asks of you, the more likely you will be successful.
- People, including employers, are very curious about autism and are genuinely interested in helping.
  - Since they often know little, your self-advocacy and self-knowledge is, again, a strong asset.

# Disclosure & Accommodations

- Disclosure is about work performance
  - What are the needs?
  - How can they be met?
- Common Accommodations
  - Interview questions submitted in advance
  - Longer training period; smaller segments; no implicit info or assumptions
  - Written instructions/steps
  - Check lists; icons
  - Quantify performance expectations
  - Sensory modifications
    - Quiet workspace; natural lighting; use of noise-cancelling headphones

- USBLN Autism@Work Roundtable

- <http://www.usbln.org/what-we-do/autism-employer-roundtable/>