

Employment of Adults with Asperger's Syndrome

Isabelle Hénault, M.A., Ph.D.

Montréal, Canada

In collaboration with Pr. Tony Attwood

Brisbane, Australia



Explaining the diagnostic

- Six senses, qualities, motivation, special interest
- Knowledge on the syndrome
- Acknowledge the difficulties, provide guidance and support
- Accommodations

Logical approach

- Personality traits
- Great number of individuals with AS
- Hans Asperger
- Negative ideas (mental state, gay, etc.)
- Positive aspects: inventions, originality, créativité,et.

Accepting the diagnosis

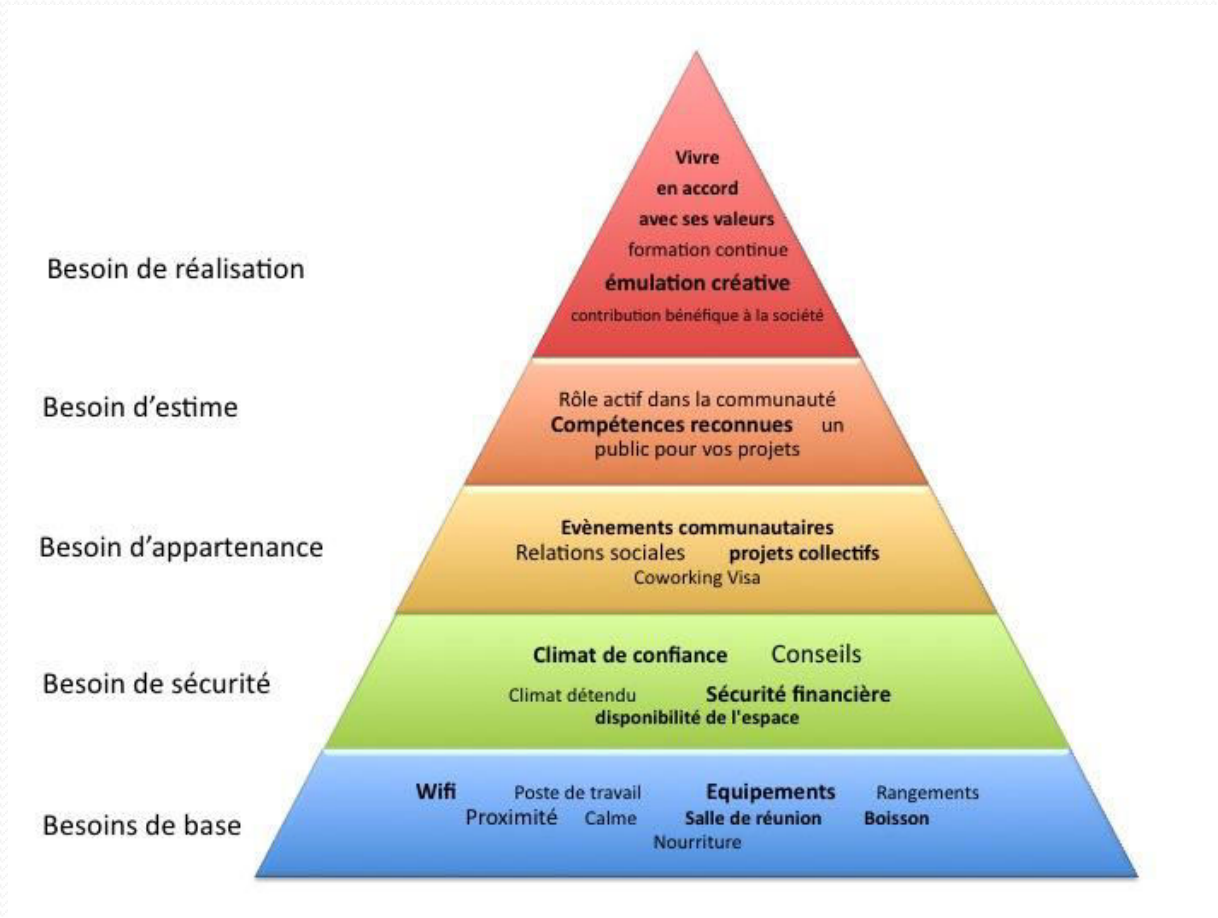
- Potential
- Knowledge
- Social network (with peer group, interests, clubs)
- Self esteem



Solitude

- Tool for relaxation
- Recharge the energy
- Knowledge and learning

Maslow Pyramid



The Qualities of the Person With Asperger's Syndrome

- Reliability.
- Accuracy.
- Persistence.
- Attention to detail.
- Perfectionist.



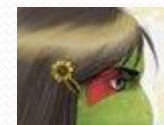
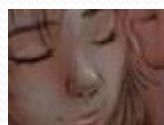
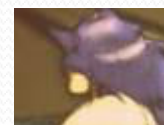
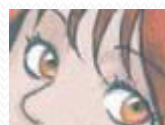
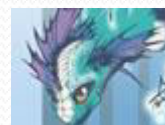
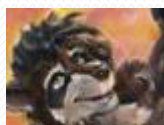
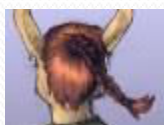
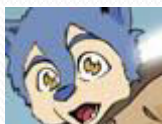
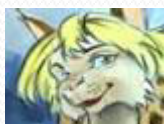
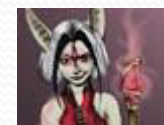
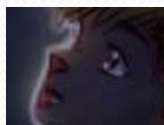
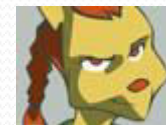
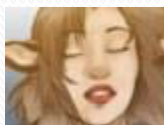
The Qualities of the Person With Asperger's Syndrome

- Creativity in arts and sciences.
- Does not let emotional factors become a distraction.
- Thrives on routine and consistency.
- Good at identifying mistakes.

The Qualities of the Person With Asperger's Syndrome

- Conscientious.
- Factual knowledge.
- Technical ability.
- Speak their mind.
- Sense of social justice.
- Conversation free of a hidden meaning or agenda.
- Originality in problem solving.





Quotation of Hans Asperger.

- “It seems that for success in science or art, a dash of autism is essential. For success, the necessary ingredient may be an ability to turn away from the everyday world, from the simply practical, an ability to re-think a subject with originality so as to create in new untrodden ways, with all abilities canalised into the one speciality.” (1979).

Qualities of the Person with Asperger's Syndrome

- Humour.
- Loyalty.
- Challenge set protocols.
- Logic.

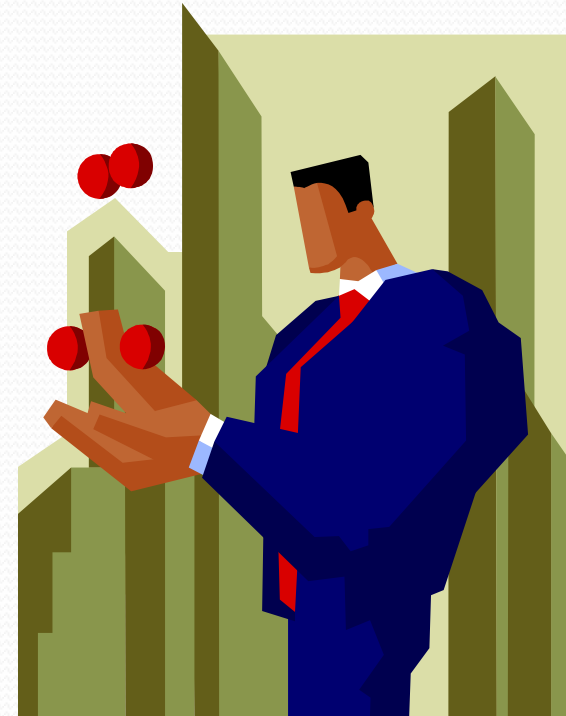
Problems

- Teamwork skills.
- Coping with change.



Problems

- Promotion.
- Managerial responsibility.



Problems

- Advice perceived as criticism.
- “My way”.
- Personal grooming and hygiene.
- Coffee Break.
- Sensory perception.



Problems

- Vulnerable and gullible to teasing and victimization.
- Employment history not matching qualifications.
- Unorthodox time keeping and work routines.
- Problems with authority figures.
- Knowing when to ask for help.
- Managing stress and anxiety.

Executive Function

- Organizational and planning skills.
- Getting started, being distracted.
- Flexibility, 'one track mind.'
- Different perspectives and opinions.
- Getting started.
- Distractions.

Impaired Executive Function

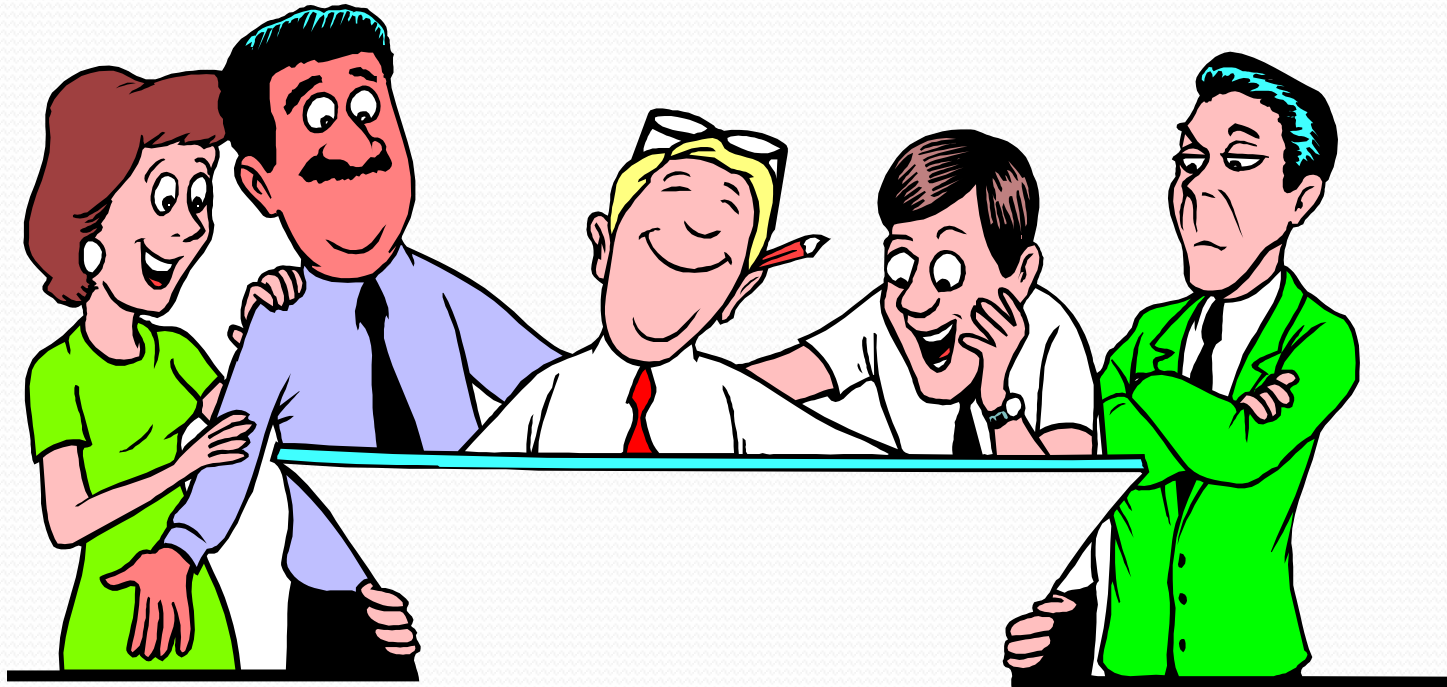
- Impulsive, in strategies and recognizing consequences.
- Problems with working memory.
- Ability to explain reasoning in words.
- Need time to think and prepare.
- Need an 'executive secretary' and 'executive toys.'

Problems

- Pedantic.
- Remorse and gratitude.
- Blame. Not my fault.
- Need for validation and reassurance.
- Contrast between the safety of home and the workplace.
- Fantasy regarding career.

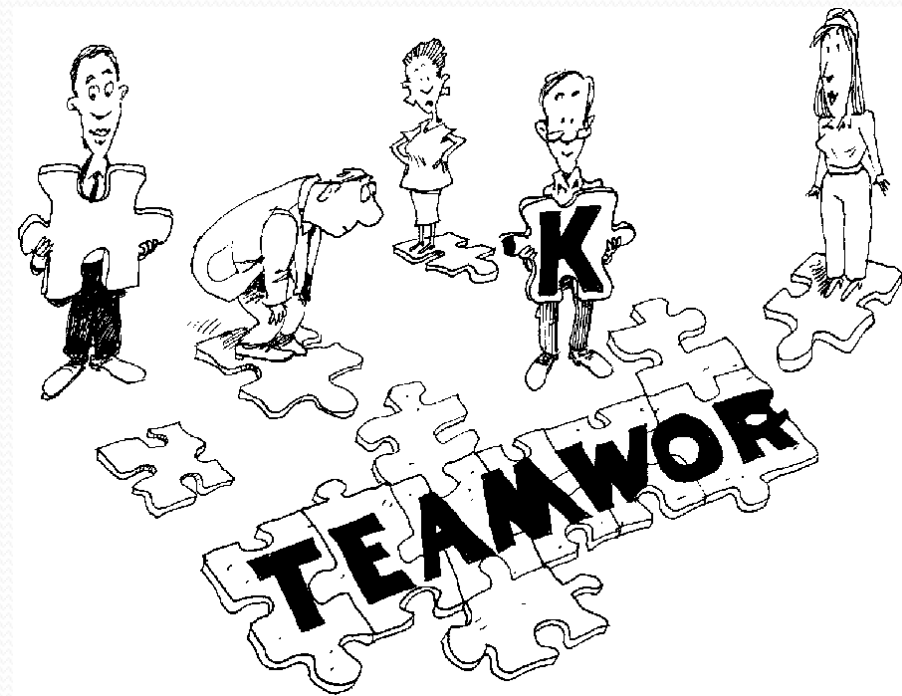
Strategies

- Knowledge, literature and research.



Team Work Skills

- Social Skills Training.
- Art of conversation.
- Compliments.
- Conflict resolution,
- Disclosure,



Team Work Skills

- Assistance.
- Accepting suggestions.
- Cooperation. (newspaper activity).
- Reading body language. (Mind Reading).

Anxiety

- ‘Waves’ or ‘tides’.
- Mood diary to determine the cycle.
- Panic response to a particular situation.
- Sensory perception.
- Retreat into solitude and the special interest.

Anxiety

- Rigid thought processes.
- Pedantic speech a sign of anxiety.
- Increased sensory sensitivity.
- Tyrannical in controlling their environment.
- May be a family history of anxiety disorders.

Cognitive Behaviour Therapy: Assessment

- Social situations.
- Sensitivity to social errors.
- Change.(circumstances, routines, caregivers, job expectations, and special interest).
- Unfamiliar situations.
- Unconventional signals of distress (giggling, singing, humming).

Anxiety, depression

- 65 % of individuals with ASD-AS :
 - Depression
 - Anxiety
 - Frustrations
 - Isolation

Emotion management

Adults :

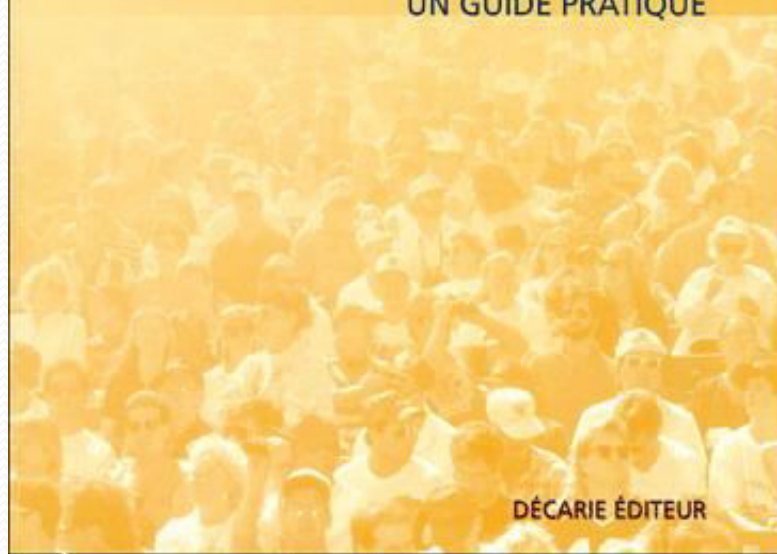
- Emotions dictionnary
- Analyse situations
- Scale of intensity
- Toolbox

Dennis Greenberger, PhD
Christine Padesky, PhD

Dépression et **anxiété:**

comprendre et surmonter
par l'approche cognitive

UN GUIDE PRATIQUE



DÉCARIE ÉDITEUR

GUIDES TO INDIVIDUALIZED EVIDENCE-BASED TREATMENT Jacqueline B. Persons, Series Editor

**Cognitive-Behavioral
Therapy for
Adult
Asperger
Syndrome**

Valerie L. Gaus

MIND READING

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Getting and Keeping a Job

- Assessment of vocational abilities.
- Preparing a C.V. or portfolio.
- Work experience.
- Job search and job matching.
- Interview rehearsal.

Getting and Keeping a Job

- Advocate.
- Employer preparation.
- Coach and mentor.
- Follow up and mediation.

Benefits to the clients of *Prospects*

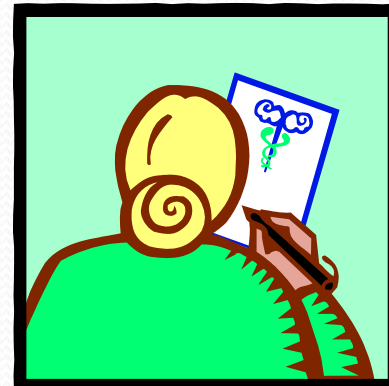
- Financial independence.
- Social network.
- Self-esteem.
- Social status.
- Application of skills.

Maintenance

- Regular positive feedback.
- Appraisal on results rather than time keeping and report writing.
- Line manager not to criticize in public.
- Preparation for changes.
- Managing the social dynamics.

Issues

- Honesty.
- Disclosure of the diagnosis.
- Part time or full time.
- College or master-apprentice training.



Issues

- Self-employed or a small organization.
- Literature for employers and staff on Asperger's syndrome.

Asperger Communities

- Computer Industry.
- Artists.
- The military.
- Teaching.
- Caring professions.
- Academia.

Adults Speak Out about Asperger Syndrome Series



Asperger Syndrome & Employment

*Adults Speak Out
about Asperger
Syndrome*

Edited by Genevieve Edmonds and Luke Beardon

Specialized material:

- How to Find Works that Works for Individuals with AS (Gayle Hawkins, www.jkp.com)

Job Coaching: Gail Hawkins,
'Mission Possible' (Toronto)

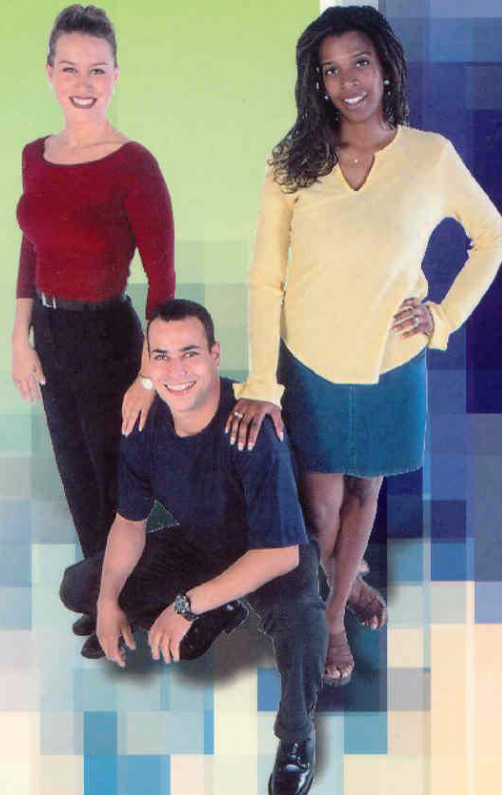
www.hawkinsinstitute.com



How to Find Work That Works for People with Asperger Syndrome

THE ULTIMATE GUIDE FOR GETTING PEOPLE
WITH ASPERGER SYNDROME INTO THE WORKPLACE
(AND KEEPING THEM THERE!)

Gail Hawkins





Asperger Syndrome & Employment

What People with
Asperger's Syndrome
Really Really Want

Sarah Hendrickx

Ashley Stanford

Business for Aspies

*42 Best Practices for Using Asperger
Syndrome Traits at Work Successfully*

Harvard Business Review | September 2008 | hbr.org

- Specialisterne, a Copenhagen-based software-testing firm that now has
- 51 employees, including
- 37 with autism, and revenues of \$2 million.



Meyer, R.N. (2001). Asperger
Syndrome Employment Workbook.
www.jkp.com

Questionnaire on Aptitudes and Difficulties at work



ASPERTISE