

Here is an example of an *individualized* handout explaining autism and mild intellectual disability. This handout does not describe everyone with autism and mild intellectual disability.

Before beginning work, it may help to explain how my autism affects me so that you understand me better. People with autism display deficits in three categories: Communication, socialization, and flexibility/repetitive behaviors. In addition to having autism, I have a mild intellectual disability. This means that while I am capable of being a productive, helpful employee, I think in concrete terms and may need a few extra supports on the job.

Here are some of my strengths related to my autism:

- Communicating my wants and needs
- Asking for help when needed
- Listening and learning from feedback
- Completing routine tasks
- Desiring to do a good job

Here are some of my differences related to my autism:

- Trouble asking questions of others during a conversation
- Trouble understanding common social rules. For example, I had to learn how to give people personal space when talking to them. I also am working on making eye contact when spoken to, but this is still hard for me at times.
- Anxious about changes to my routines
- Stronger than average interest in geography
- Rocking back and forth in my chair when concentrating
- Trouble understanding abstract information, like sarcasm and metaphors

Here's how to support me so that I can do my best:

- Talk to me about it. I am comfortable with you telling me if I'm doing something incorrectly or inappropriately. This is how I learn.
- Give me advanced warning of changes to my schedule or routine.
- If I forget the steps to a task, please write them down for me. That way, I will be able to do my task correctly and independently.
- Allow me to do my coping plan if needed. Specifically, when I get upset, I have a coping plan that helps me relax. It takes about 10 minutes for me to do. After I do my coping plan, I feel much better and can go back to work.

I am a hard-working employee and am eager to do a good job. Please let me know if you have any questions about my diagnoses of autism or mild intellectual disability.