

## **OVERVIEW OF GUIDE**

I am submitting a comprehensive guide aimed at providing essential information and valuable resources to support neurodivergent students in their career development. This guide is designed to empower students by equipping them with the knowledge and tools they need to make informed decisions and succeed in their chosen professions while considering their unique needs. The guide begins by emphasizing the significance of understanding one's specific neurodivergence. It encourages students to seek reliable information from reputable sources like the Autism Society of America, which offers a wealth of resources, including books, articles, and videos. By learning more about their neurodivergence, students gain self-awareness and confidence, enabling them to identify their strengths and areas of excellence.

To assist in identifying suitable career paths, the guide offers practical tips. Students are encouraged to engage in open conversations with friends, family, and teachers to gain insights into their strengths and interests. By paying attention to their own thoughts and feelings during activities they enjoy, students can better understand their innate talents and passions. The guide also provides examples of careers that align with specific strengths, such as accounting for attention to detail or engineering for logical problem solvers. Recognizing the importance of workplace support, the guide highlights resources to create inclusive environments for neurodivergent individuals. Exceptional Individuals, a social enterprise, offers consulting, recruitment, and employment support specifically tailored for individuals with dyslexia, dyspraxia, ADHD, and autism. They collaborate with employers to establish inclusive workplaces and assist neurodiverse individuals in finding suitable jobs. The guide also emphasizes the significance of accommodations, such as flexible work arrangements and mentorship programs, which can contribute to success and growth. The guide provides a list of online resources that offer information, support, and advocacy for neurodivergent individuals. Notable examples include the Autism Speaks website and the Autistic Self Advocacy Network, which provide a wealth of information and community engagement opportunities.

## **TABLE OF CONTENTS**

	<b>Page</b>
Guide for DU Career and Professional Development	2
Research Study 1	
Research Study 2	
Research Websites	4
Uptimize.com	
Texthelp.com	

Tips from Websites	
Helpful Books	5
The Autistic Executive: How to Thrive in the Workplace	
A Neurodivergent Guide to Success in the Workplace	
Tips from the Books	
Information Helpful for DU	6
Tips	
Resources	
Information Helpful for Neurodiverse Students	7
Learn about your specific neurodivergence	
Resources	
Identify your strengths and interests	
Jobs that are a good fit for neurodiverse people	
Resources for finding a job that best suits your needs	
Resources for finding a job that best suits your needs	

## **GUIDE FOR DU CAREER AND PROFESSIONAL DEVELOPMENT**

### **Research Study 1**

Title: Experiences of College Students with Autism Spectrum Disorder in the Workplace: A Qualitative Study

- <https://scholarworks.calstate.edu/downloads/f1881s26h>

Author: Joanne Kim

Summary: This qualitative study explores the experiences of 10 college students with Autism Spectrum Disorder (ASD) in the workplace. The interviews encompassed their academic experiences, social interactions, and employment encounters.

### **Key Findings**

Positive:

1. Flexible work arrangements: Neurodivergent individuals often benefit from flexible work arrangements, such as remote work or flexible schedules. These accommodations assist in managing symptoms and improving productivity.
2. Supportive work environment: A supportive work environment is one where neurodivergent employees feel comfortable being themselves and where they are not discriminated against. This can make a big difference in the success of neurodivergent employees.
3. Opportunities for growth and advancement: Some participants reported that their employers provided opportunities for growth, advancement, and professional development. This not only enhanced their job satisfaction but also fostered their career growth.

Negative:

1. Lack of understanding from employers: Some employers may lack awareness and understanding of the challenges faced by neurodivergent individuals, leading to potential discrimination and a lack of necessary accommodations.
2. Lack of support from co-workers: Insufficient understanding and support from co-workers can result in bullying and social isolation for neurodivergent individuals.
3. Overstimulation: Some neurodivergent people are sensitive to noise, light, or other sensory stimuli. This could make it difficult for them to work in a traditional office environment.

Implications:

1. Accommodations: Neurodivergent individuals may require specific accommodations in the workplace, such as quiet workspaces or sign language interpreters. Employers who demonstrate understanding and support are more likely to provide these accommodations.

2. Supportive work environment: A supportive work environment where neurodivergent employees can feel comfortable and free from discrimination is crucial for their success.
3. Challenges to address: Overstimulation due to sensory sensitivities and the pressure to mask symptoms in order to conform can pose significant difficulties for neurodivergent individuals.

This study sheds light on the experiences of college students with ASD in the workplace, highlighting the need for understanding, accommodations, and support. It serves as a valuable resource for employers, educators, and professionals in creating inclusive environments and fostering the success of neurodivergent individuals in their careers.

## **Research Study 2**

Title: Neurodiversity at Work: Understanding the Biopsychosocial Model and its Impact on Working Adults

- <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7732033/>

Author: Nancy Doyle

Summary: This article advocates for the celebration of neurodiversity as a natural part of human variation. It highlights the challenges faced by neurodivergent individuals in the workplace, including discrimination, lack of understanding, and insufficient accommodations. However, the article also emphasizes the unique strengths that neurodivergent individuals bring to the workplace, such as creativity, attention to detail, and problem-solving skills. It concludes by urging greater awareness and understanding of neurodiversity in the workplace.

## **Key Findings**

1. Understanding oneself: The article emphasizes that neurodivergent individuals can benefit from gaining a deeper understanding of their own neurodivergence. This self-awareness enables them to identify suitable job opportunities and the specific accommodations they may require.
2. Identifying supportive employers: Neurodivergent individuals can utilize the article to identify employers who embrace and support neurodiversity. By seeking out inclusive workplaces, they increase their chances of finding a job environment that aligns with their needs.
3. Navigating the workplace: The article recognizes the challenges faced by neurodivergent individuals in the workplace. It encourages the development of strategies to overcome these challenges, fostering greater success and well-being.

This article serves as a valuable resource for neurodivergent individuals in several ways. Firstly, it promotes self-understanding by helping individuals recognize their strengths and identify potential career paths. Secondly, it empowers them to seek out employers who are supportive of

neurodiversity, increasing their chances of finding a fitting and inclusive work environment. Lastly, it offers insights and strategies for navigating the challenges that neurodivergent individuals commonly encounter in the workplace. By leveraging the knowledge and guidance provided in this article, neurodivergent individuals can navigate their professional journeys with greater confidence, pursue fulfilling career opportunities, and contribute their unique strengths to the workforce. This article promotes a shift in societal attitudes, advocating for a more inclusive and understanding approach towards neurodiversity in the workplace.

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### **RESOURCE WEBSITES**

**Name:** Uptimize

<https://uptimize.com/real-stories/>

**Summary :**

- This website takes an in-depth look at the experiences of neurodivergent people in the workplace. The study, which was conducted in the United States, found that neurodivergent people face a number of challenges in the workplace, including discrimination, lack of understanding, and lack of accommodations. However, the study also found that neurodivergent people can be successful in the workplace, and that they can make valuable contributions.

**Name:** Text Help

<https://www.texthelp.com/resources/neurodiversity/>

**Summary:**

- The website provides information about neurodiversity, including definitions, statistics, and resources. It also provides stories from neurodivergent people about their experiences in the workplace. This information can be helpful for neurodivergent people who are looking for jobs, and for employers who are looking to create a more inclusive workplace. The website also provides resources for employers, including tips on how to create a more inclusive workplace for neurodivergent employees. These resources can be helpful for employers who are looking to create a more productive, creative, and innovative workforce.

### **TIPS from websites:**

For neurodivergent people: The website can help neurodivergent people to learn more about themselves and their strengths. It can also help them to find jobs that are a good fit for their skills and interests.

For employers: The website can help employers to learn more about neurodiversity and how to create a more inclusive workplace. It can also help them to find and hire neurodivergent employees.

For the general public: The website can help the general public to learn more about neurodiversity and how to be more inclusive of neurodivergent people

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## **HELPFUL BOOKS**

Title: The Autistic Executive: How to Thrive in the Workplace

Author: Jennifer Cook O'Toole

[Book Link](#)

Summary: Based on the author's personal experiences as an autistic executive, this book offers practical advice and guidance on succeeding in the workplace as an autistic individual. It covers various topics, including finding a suitable job, disclosing autism to employers, managing symptoms, building relationships with colleagues, negotiating accommodations, and advancing in one's career. The book incorporates personal stories from successful autistic professionals, making it a valuable resource for individuals seeking workplace success.

Title: A Neurodivergent Guide to Success in the Workplace

Author: Sarah Kurchak

[Book Link](#)

Summary: This comprehensive guide provides insights into the experiences of neurodivergent individuals in the workplace. It offers an overview of various neurodivergent conditions and their impact, helping readers better understand themselves and their unique needs. Practical advice and tips are provided to enhance workplace success, along with personal stories from neurodivergent professionals who have navigated the workplace successfully. The book serves as an inspiring resource for individuals seeking guidance and support.

### **Tips for Neurodivergent Individuals from the Books:**

1. Find a job that aligns with your skills and interests to increase your chances of success.
2. Consider disclosing your neurodivergence to your employer to ensure they understand your needs and provide necessary support.
3. Develop strategies to manage symptoms that may affect your work performance, such as taking breaks or seeking professional help.
4. Build positive relationships with colleagues by making an effort to connect and foster rapport.
5. Advocate for accommodations that can enhance your productivity and well-being in the workplace.

6. Set career goals and utilize available resources like mentors, workshops, and online courses to advance professionally.

By following these tips and utilizing the valuable insights shared in these books, neurodivergent individuals can equip themselves with the knowledge, strategies, and inspiration needed to thrive in the workplace, embracing their unique strengths and achieving their career aspirations.

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### **INFORMATION HELPFUL FOR DU**

Neurodiversity is a natural part of human variation. It refers to the range of neurological differences that exist in people, including autism spectrum disorder, attention deficit hyperactivity disorder, and dyslexia.

Neurodivergent individuals often face challenges in the workplace, such as discrimination, lack of understanding, and a lack of accommodations. However, they can also bring many strengths to the workplace, such as creativity, attention to detail, and problem-solving skills.

Schools and workplaces can help to create a more inclusive environment for neurodivergent individuals by taking steps such as:

- Creating a supportive work environment. This means having a culture of acceptance and understanding, and being willing to provide accommodations and modifications as needed.
- Providing training to staff on neurodiversity. This will help staff to better understand the challenges that neurodivergent individuals face, and how to be more inclusive.
- Offering accommodations and modifications. This could include things like providing flexible work arrangements, quiet workspaces, or sign language interpreters.
- Being proactive. Don't wait for neurodivergent employees to come to you for help. Reach out to them and let them know that you are there to support them.
- Being flexible. Every neurodivergent employee is different. Be flexible in your approach and be willing to adjust your support as needed.
- Being patient. It takes time for neurodivergent employees to adjust to new environments. Be patient with them and give them the time they need to succeed.

#### **Other resources that are helpful:**

##### **Autistic Self Advocacy Network (ASAN):**

- ASAN is a national organization that advocates for the rights of autistic people. They have a website with a wealth of information and resources, including tips for neurodiverse students and workplaces.

<https://autisticadvocacy.org/>

The Autism Society of America (ASA):

- The ASA is a national organization that provides information and resources about autism spectrum disorder. They have a website with information about college and career planning for autistic students.

<https://autismsociety.org/>

AskEARN:

- AskEarn is a national nonprofit organization that provides resources and support to individuals with disabilities and their families. It is a valuable resource for anyone who is interested in learning more about neurodiversity in the workplace. They offer a wealth of information and support to help neurodiverse individuals find and succeed in employment. They have a wealth of information on their website about neurodiversity in the workplace, including:

<https://askearn.org/page/neurodiversity-in-the-workplace>

- Tips from AskEARN for employers who want to create an inclusive workplace for neurodiverse employees:
  - Be aware of your own biases. It's important to be aware of your own biases when hiring and working with neurodiverse employees. Everyone has biases, but it's important to be aware of them so that you can avoid making decisions based on those biases.
  - Be flexible. Neurodiverse employees may need different accommodations than their neurotypical counterparts. Be flexible and willing to make accommodations to help your employees succeed.
  - Create a supportive environment. Neurodiverse employees need to feel supported in their workplace. Create a supportive environment where employees feel comfortable being themselves and asking for help when they need it.

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**INFORMATION HELPFUL FOR NEURODIVERSE STUDENTS**

**Learn about your specific neurodivergence:**



- There are many resources available to help you learn more about your specific neurodivergence. You can talk to your doctor, a therapist, or a counselor. You can also read books and articles about neurodiversity.
- By learning more about the different types of neurodivergence, neurodiverse students can better understand themselves and their abilities. This can help them to feel more confident and to identify the areas where they excel.

### **Resources that can help you learn more about your neurodivergence:**

- The Autism Society of America:
  - The ASA has a website with information about autism spectrum disorder. They also have a number of resources available, such as books, articles, and videos.  
<https://logos-world.net/the-autism-society-of-america-logo/>
- Autism Awareness
  - Their website with information about autism spectrum disorder. They also have a number of resources available, such as books, articles, and videos.  
<https://goadelante.org/autism-awareness/>

### **Identify your strengths and interests:**

What are you good at? What do you enjoy doing? What are you passionate about? Once you have a better understanding of yourself, you can start to identify potential jobs that are a good fit.

Tips for identifying your strengths and interests:

- Talk to your friends, family, and teachers. Ask them what they think your strengths and interests are. They may be able to offer you some insights that you haven't considered.
- Pay attention to your own thoughts and feelings. When you're doing something that you enjoy, what are you thinking and feeling? What are you good at? Once you start to pay attention to your own thoughts and feelings, you'll start to get a better sense of your strengths and interests.
- Find jobs that are a good fit for your skills and interests. There are many jobs that are a good fit for neurodiverse people. For example, if you have strong attention to detail, you might be interested in a job in accounting or engineering. If you have high energy levels and creativity, you might be interested in a job in graphic design or engineering. If you have strong language skills and a creative way of thinking, you might be interested in a job in teaching or social work.
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### **Jobs that are a good fit for neurodiverse people:**

Accounting: Accountants need to have strong attention to detail and be able to work independently.

Engineering: Engineers need to be able to think logically and solve problems.

Graphic design: Graphic designers need to be creative and have a strong sense of visual design.

Data analysis: Data analysts need to be able to identify patterns and trends in data. They also need to be able to communicate their findings to others.

### **Find resources to support you in the workplace:**

There are many resources available to support neurodiverse people in the workplace. These resources can include things like accommodations, such as flexible work arrangements or quiet workspaces, and mentorship programs.

### **Resources for finding a job that best suits your needs**

How to Find a Career that Suits Your Neurodivergence

- Exceptional Individuals is a social enterprise that provides consulting, recruitment, and employment support to employers and individuals with dyslexia, dyspraxia, ADHD, and autism. They believe that everyone has something unique to offer and that neurodiversity is a strength. They offer a range of services to help neurodiverse people find and succeed in employment, including:

Consulting: They work with employers to help them understand neurodiversity and create inclusive workplaces.

Recruitment: They help neurodiverse individuals find jobs that are a good fit for their skills and interests.

Employment support: They provide support to neurodiverse individuals once they are in employment, including mentoring, coaching, and training.

### **Resources that can support neurodiverse people in the workplace:**

Accommodations: Accommodations are changes to the workplace that can help neurodiverse people succeed. Some common accommodations include flexible work arrangements, quiet workspaces, and sign language interpreters.

Mentorship programs: Mentorship programs can provide neurodiverse people with support and guidance from experienced professionals.

Online resources: There are many online resources available that can provide information and support to neurodiverse people. Some popular online resources include the Autism Speaks website and the Autistic Self Advocacy Network website.

★ By following these tips, neurodiverse students can increase their chances of finding a successful career. It is important to note that personality tests are not always accurate or reliable, and they should not be used as the sole basis for making decisions about your career. It is always best to talk to a qualified professional who

can help you assess your strengths and interests and identify potential jobs that are a good fit for you.