

# OBTAINING A JOB FOR NEURODIVERSE INDIVIDUALS

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## WHAT DO YOU WANT TO DO?

There are so many jobs out there. What are your talents/interests? Do you love working with your hands? Take a talent test! Find out what you are good at and enjoy doing!

Talent tests:

<https://www.wtcsystem.edu/programs/career-quiz/>

<https://www.princetonreview.com/quiz/career-quiz#!q21thru24>



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## JOB SEARCH

There are many platforms to help navigate a job search. Some will be found on page two of this infographic.

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## COMMUNICATE WITH FUTURE EMPLOYERS

Send them an email, apply to a job, tell them about yourself! Include your goals, personality, and preferences for your job.



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## HAVE AN INTERVIEW

The interview is for you to figure out if you want to work there! Ask questions and make sure you enjoy the people.



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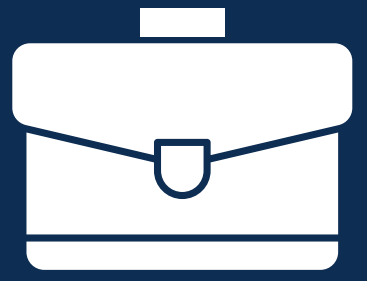
## BEGIN YOUR NEW JOB

See how you like your new job! Begin working and refine your environment and goals within the new job. Reach out to others for help when you need it!

# Resources!

## Top neurodiverse hiring initiatives:

- [DXC Technology](#)
- [FALA](#)
- [Ford Motors](#)
- [Freddie Mac](#)
- [JP Morgan Chase](#)
- [Keybank](#)
- [Microsoft](#)
- [SAP](#)
- [U.S. Department of Defense](#)



## Company Certifications for neurodiverse individuals:

- [Brain Badge Cert](#) - demonstrates a company's commitment to inclusivity and support
- [IBCCES](#) - supplies certification for professions to improve outcomes for neurodiverse individuals.



## Job boards for neurodiverse individuals:

[Neurodiversity Employment Network](#) - offers multiple job boards for neurodiverse individuals including [Hire Autism](#), [Microsoft](#), [Mentra](#), and more

Employers also use [EARN](#) to hire and recruit neurodiverse individuals



## Interview tips!

1. Disclose your disability status
2. Request fewer interviewers if there are multiple.
3. Request to have an over the phone interview if in person makes you uncomfortable or overwhelmed.
4. Request a copy of the interview questions in advance.
5. Identify your strengths and weaknesses before the interview.
6. Do a practice interview with a trusted friend or family member.
7. Keep your answers brief and to the point.
8. Ask questions about the job and workplace.
9. Let them know about any preferences and accommodations you will need.
10. Remember, it is just a conversation!



## General Rights for Neurodiverse individuals under ADA!

- Employers cannot discriminate against qualified individuals with job requirements.
- Telephone and television access (telecommunication access) is protected for those with hearing and speech disabilities.

### Some resources on this information:

- [A Guide to Disability Rights Laws](#)
- [ADA.gov](#)
- [A Primer for State and Local Governments](#)
- [Frequently Asked Questions about Service Animals and the ADA](#)