

The Neurodiversity in the Workplace Conference 2021

Managing Workplace Difficulties

Social Strategies

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Social Difficulties in the Workplace Associated with Autism

- Social reciprocity
- Reading non-verbal communication and the social context
- Teamwork skills
- Realizing your own role and contribution in social communication breakdowns
- Work culture does not understand or embrace autism

Social Strategies

1. Identifying your potential social difficulties
2. Social guidance from a mentor in the workplace
3. Social communication scripts



Identifying your Potential Social Difficulties

I have had difficulty:

- being able to ask for help when I need it
- being able to offer strategies for repair of the interaction
when communication breaks down
- understanding another person's point of view or objectives

Identifying your Potential Social Difficulties

- with taking a literal interpretation when this was not intended
- An unusual sense of humour
- Responding with an empathic comment
- Recognising personal space
- Knowing how to start and end a conversation
- Understanding office politics and interpersonal dynamics

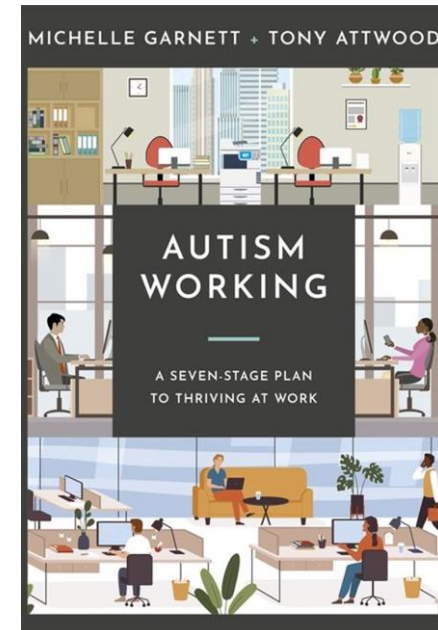
Identifying your Potential Social Difficulties

I find other people at work difficult when:

- they expect more socialising than I think is needed, e.g. more eye contact, more social conversation, talking about uninteresting topics
- they do not seem to appreciate an honest answer
- they interrupt my work and/or conversation too much
- they do not understand my point of view, possibly even after I explain it many times

Accessing Social Support

- Create a **social support network**
- Ask a colleague, mentor or family member to help you see the problem from another perspective
- Consult an autism work consultant or psychologist
- Discuss a potential solution
- ***Autism Working*** has 3 videos for you and your support team to watch
 1. What is ASD?
 2. How do I work productively with ASD in the workplace?
 3. Social communication and ASD in the workplace



Social Communication Scripts

Identify which autistic characteristics could lead to a social communication breakdown

With your mentor, create a script for each situation

How could you communicate that you prefer to be alone and do not wish to talk to others during the lunch break?

Line Manager _____

Colleagues



Social Communication Scripts

How could you communicate that you sometimes interrupt others during a conversation but that you do not mean to be rude or offend others?

Line Manager _____

Colleagues _____



Social Communication Scripts

How would you make an apology if it seems that someone is offended by what you said, even if you did not mean offence?

Line Manager

Colleagues

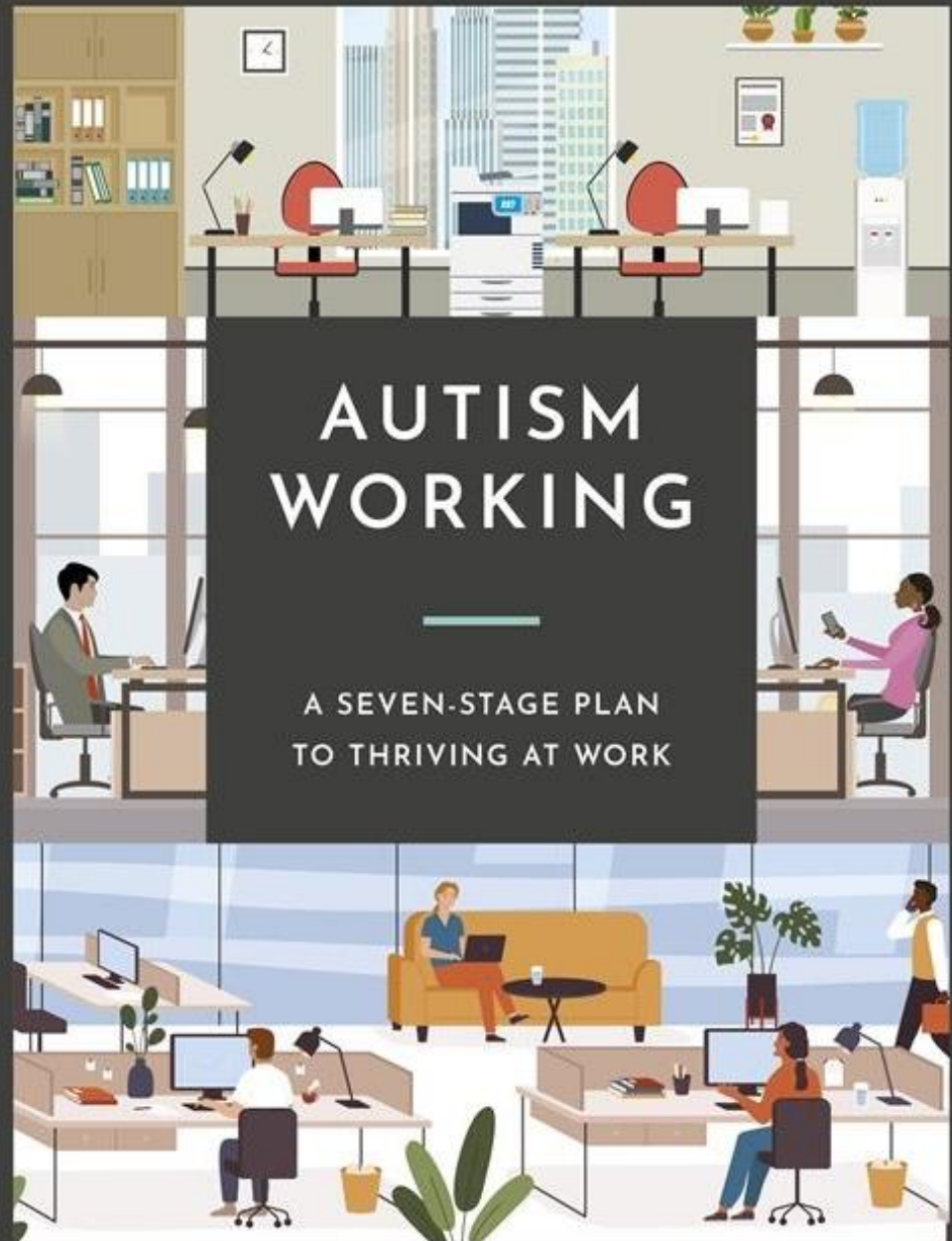


Social Script Role Plays

Rehearse and role play the script and body language for a specific social situation

- What is the **intention** of the communication?
- What **face** should you make?
- What **tone of voice** will maximise the possibility of success?
- What **body posture** would be best?

Seek feedback from your work mentor when you use a new social script at work



Autism Working

- Stress management
- Sensory management
- Self-awareness
- Thinking
- Organizational abilities
- Personal Employment Plan