

The Social Aspects of flourishing in the workplace.

Setting the scene

- Autism is a neuro-developmental atypicality that affects social interaction.
- Workplaces are complex environments that include social aspects.
- For a workplace to be successful people and procedures need to interact successfully

Autistic people can and do work successfully in a variety of posts

Architect

Dentist

Doctor

Minister of Religion

Photographer

Professor

Psychotherapist

Shop assistant

Silhouette artist

Teacher

Translator

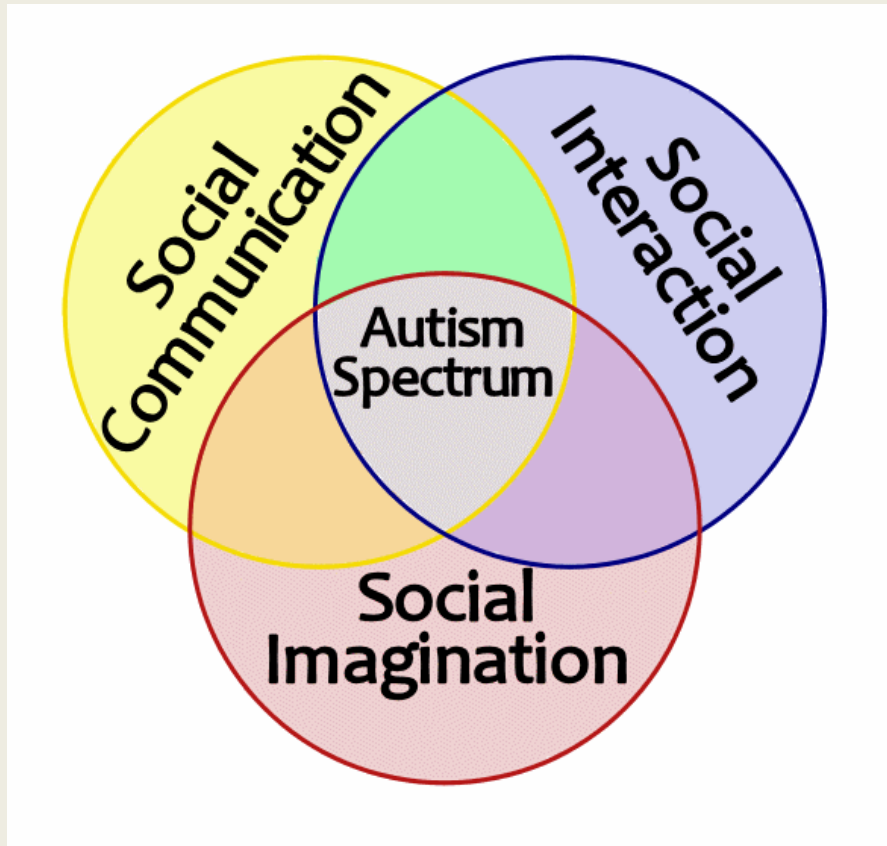
Veterinary Nurse

Yoga teacher

It is a challenge to find ways to include people as equals without falling into the false assumption that "equal" means "functionally interchangeable" or "fundamentally the same".

Triad of Impairments

or Neurodiversity

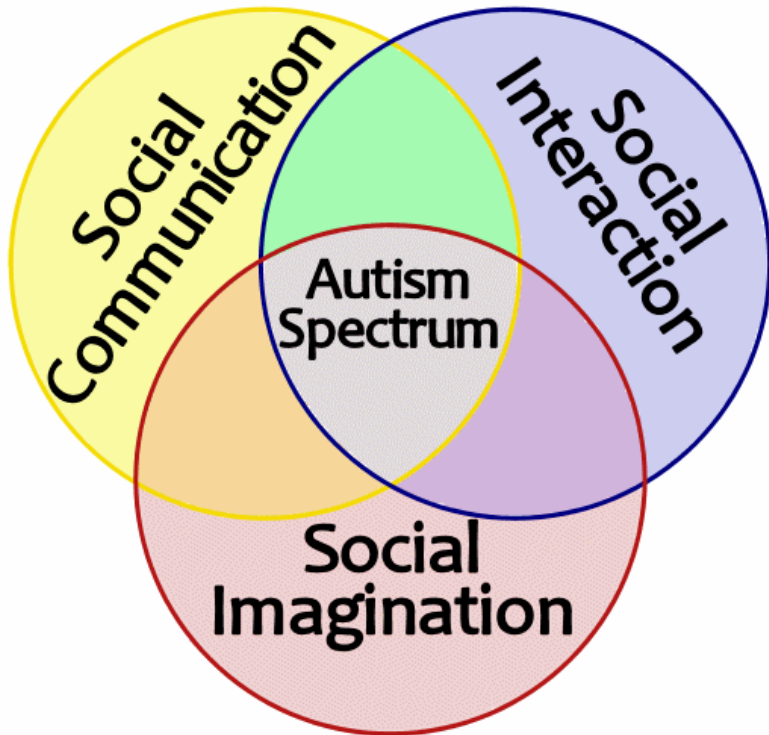


differences in

Control
Tolerance
Connection

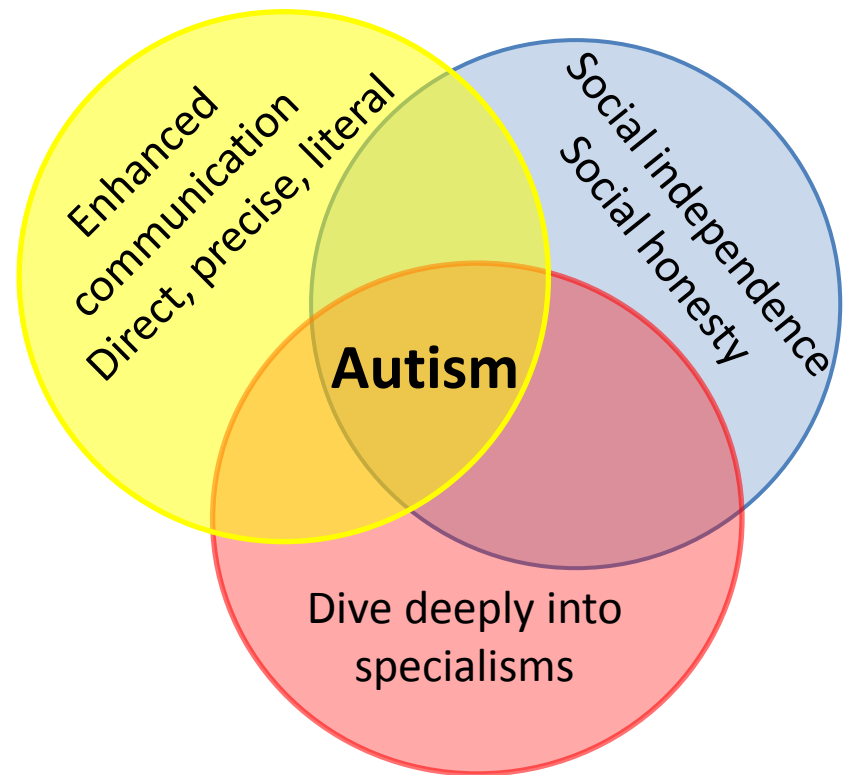
Triad of Impairments

(medical model)



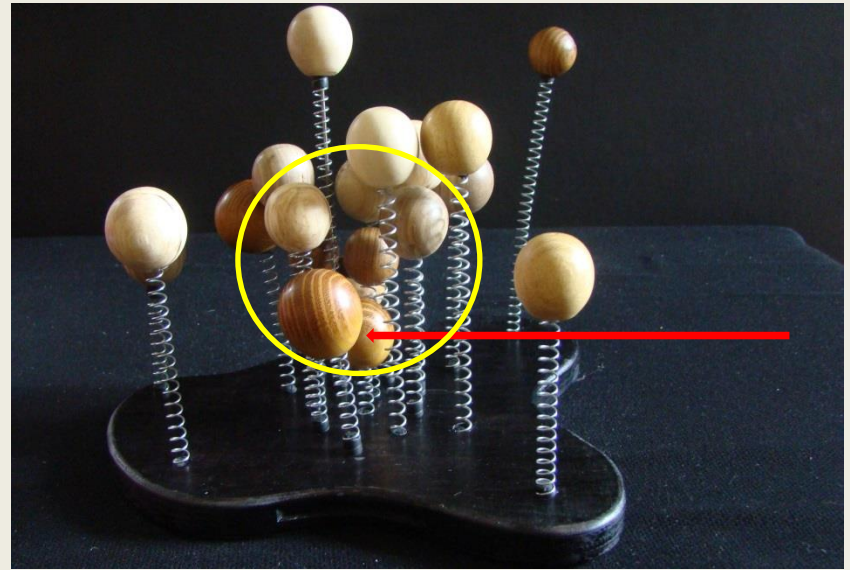
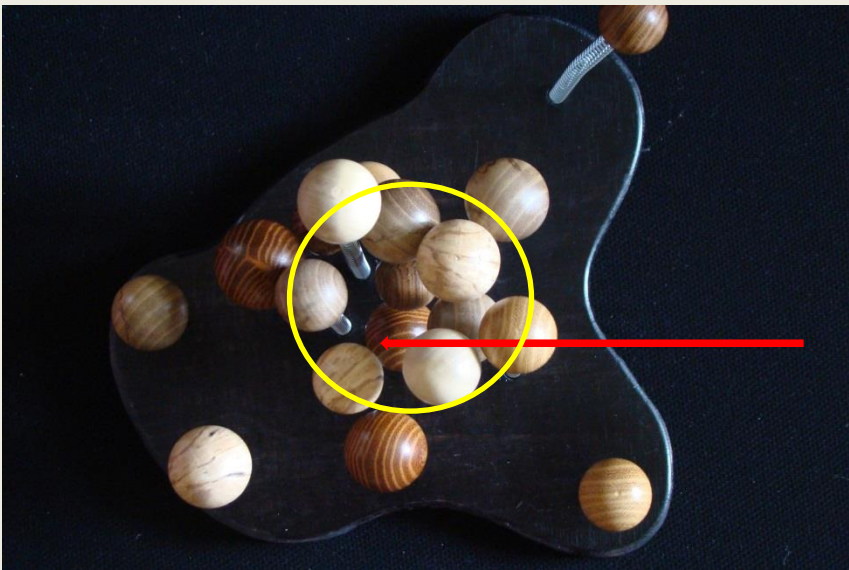
Triad of Advantages

(courtesy Martijn Dekker autistic adult)



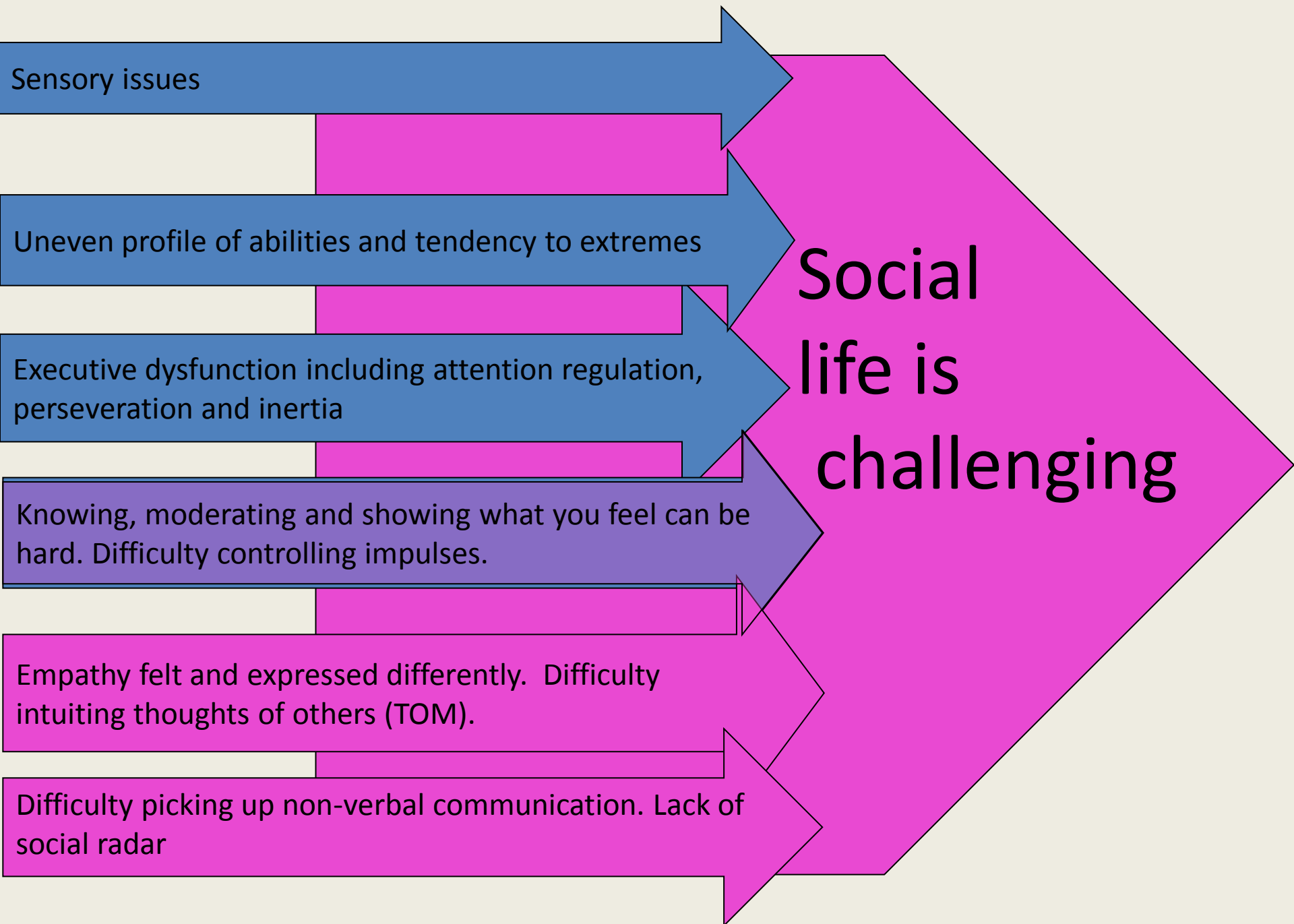
The human constellation

Who is outside depends on point of view



Johari Window

| | Known to self | Not known to self |
|---------------------|---|--|
| Known to others | 1 Open Known to self and to others | 2 Blind Not known to self but known to others |
| Not known to others | 3 Hidden Known to self but not to others | 4 Unknown Not known to self or others |
| | | |



ΚΙΤΡΙΝΟ ΜΠΛΕ ΠΟΡΤΟΚΑΛΙ
ΜΑΥΡΟ ΚΟΚΚΙΝΟ ΠΡΑΣΙΝΟ
ΚΡΙΝΤ ΚΙΤΡΙΝΟ ΚΟΚΚΙΝΟ
ΠΟΡΤΟΚΑΛΙ ΠΡΑΣΙΝΟ ΜΑΥΡΟ
ΜΠΛΕ ΚΟΚΚΙΝΟ ΚΡΙΝΤ
ΠΡΑΣΙΝΟ ΜΠΛΕ ΠΟΡΤΟΚΑΛΙ

| | | |
|--------|--------|--------|
| YELLOW | BLUE | ORANGE |
| BLACK | RED | GREEN |
| PURPLE | YELLOW | RED |
| ORANGE | GREEN | BLACK |
| BLUE | RED | PURPLE |
| GREEN | BLUE | ORANGE |

Social interaction

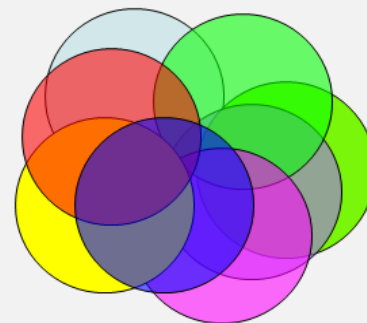
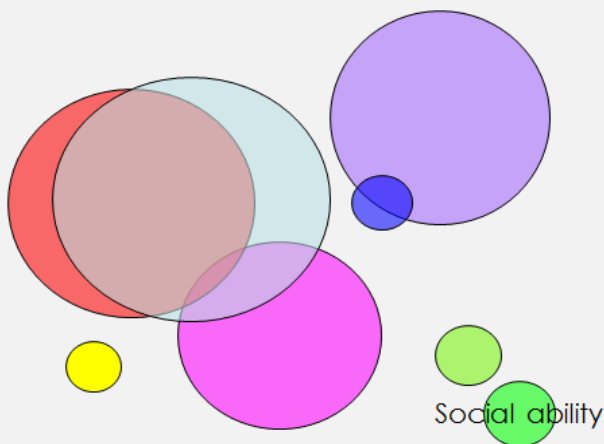
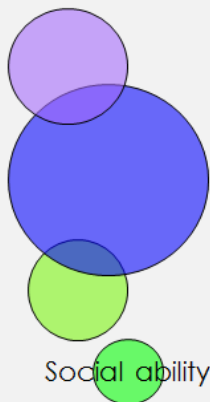
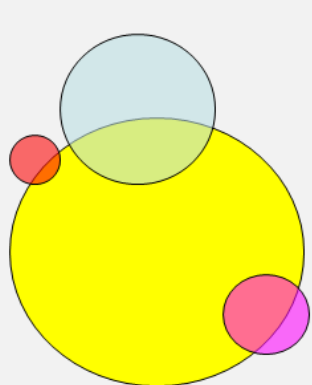
Complex mix of verbal and non verbal communication

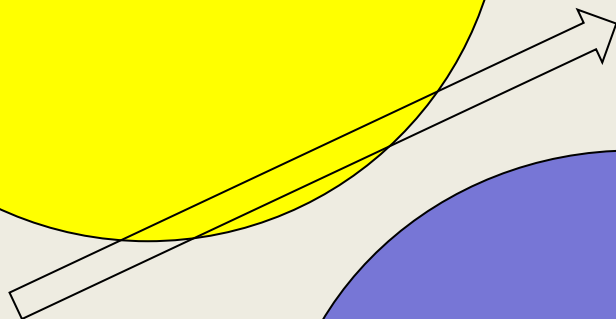
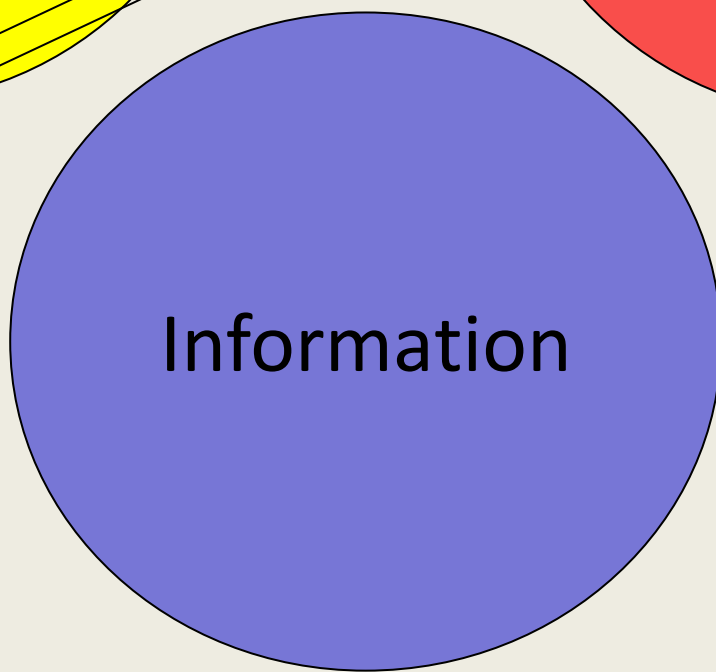
- Being aware of and understanding own feelings and thoughts
- Being interested in, aware of and understanding others feelings and thoughts
- Being able to express own feelings and thoughts appropriately and control impulses
- Having the attention and energy to engage with others

Profiles of abilities

Autistic

Neurotypical





Face theory

I'm pleased to present
our new company web site.
Isn't it great?

/



Oh! You obviously didn't
test it in Safari. And
the text formatting doesn't
match there...

And you have a broken
link there...

Dude, I'm an Aspie

<https://www.facebook.com/dudeimanaspie/photos/pb.127883520587487.-2207520000.1464763951./815346075174558/?type=3&theater>

Inter-cultural communication glitches

| | |
|---|-----------------------------------|
| | |
| Rude Arrogant | Direct, missing social cues |
| Selfish | Unaware of others needs |
| Obnoxious | Not behaving typically |
| Weird / Strange | Atypical behaviour not understood |
| Stupid | Intelligent in different domains |
| Lazy: “Just try harder” | Has executive function issues |
| Over-anxious: “Just relax –be yourself” | “Self” is too atypical to blend |

“Instead of failing to succeed at what you’re not,
you can begin to succeed at what you are”

Is this just me in the workplace or have other [#actuallyautistic](#) people been misunderstood like this?

Liz @Lizreally10

Replying to @NeuroRebel

Don't accuse me of 'ulterior motives' because I work hard or put forward ideas. I am just trying my best to do my job well. I don't have any ulterior motives. I am not trying to undermine anyone. (God, work was awful.)



Aspetrix @eventualaspie · 14h



Replying to @Lizreally10

Oooh yes. I was assumed to have 1 sorts of motives weirdly they always missed my prime directive: getting the f**king job done 🖐️



1



2





aspergirltalk @aspergirltalk · 14h

Replying to [@Lizreally10](#)

I do find that NT people can misread me, just as I can misread them. Ironically it's a lack of cognitive empathy for the ND person. 1/



aspergirltalk @aspergirltalk · 14h

NT people are likely to misread what may be something completely neutral from me as sarcastic or having motives that weren't there. I figure it's because that's how they would act if they had ulterior motives. 2/



Liz @Lizreally10 · 14h

It must be that. But how on earth do we work it out, it's so complicated ?!

ASPER
GIRL
TALK

[aspergirltalk](#) @aspergirltalk · 14h

Well, me too. I'm 53 now, so I know that I may not be able to advance, especially in my youth-filled industry. But I don't think I'm targeted anymore. I've been able to use my unique thinking in ways that have helped the department. 1/



1



1



ASPER
GIRL
TALK

aspergirltalk @aspergirltalk · 14h

Although I don't get as much of the high profile work as I'd like, my bosses have discovered my strengths in certain areas and have tapped that, which has made me feel more valuable. 2/2



1



A map is only useful if you can place yourself on it.



