

Below is a copy of the web site text “**Higher Functioning Individuals on the autism scale**”. This handout does not describe everyone who is a higher functioning individual on the autism scale.

Higher functioning individuals on the autism scale are part of autism spectrum disorder that is characterized by differences in social communication behaviors. Higher functioning individuals on the autism scale may also have difficulty with changes to routine or very strong interests. There are many positive characteristics associated with Higher functioning individuals on the autism scale, including average to above average intelligence.

Although I am a Higher functioning individual on the autism scale, I am a very independent person. I live on my own, drive myself, and take care of everyday chores, such as grocery shopping, on my own. However, some of my characteristics of Higher functioning individuals on the autism scale may be noticeable, though not necessarily problematic, at the workplace.

The following are characteristics of Higher functioning individuals on the autism scale that I display:

- Preferring to work in isolation
- Uncomfortable with small talk
- Poor eye contact
- Monotone tone of voice
- Limited use of facial expressions
- Upset by unexpected changes
- Punctuality
- Dependability

The majority of these characteristics do not impede my ability to perform well at work; in fact, many of these characteristics actually help my work performance. Some people who are identified as Higher functioning individuals on the autism scale prefer to work in isolation, and this is true for me, mostly because I am not good at making small talk with others. This means that rather than spending time socializing with others, I am being productive and accomplishing my work duties. Eye contact tends to be a problem for me. When you are speaking to me, I am still listening to what you are saying even though I may not look like it. Although I speak in a monotone voice and do not use a lot of excited facial expressions, this does not mean I lack enthusiasm about my job or am not interested in what you are saying to me. It is simply how I talk. Conversely, I do not read the facial expressions of others well either, and thus, telling me directly what you mean is best. I am very comfortable expressing myself through writing, and thus, email is an excellent method for me to communicate with others. Finally, I become upset when last minute changes occur or when things do not go as planned. If given advanced warning, I am able to cope with changes in my routine. Because I do not like last minutes changes, I am a very reliable person. I am extremely punctual and am always aware of the time.

I hope this answer’s some questions about Higher functioning individuals on the autism scale and how this diagnosis will affect me on the job. As you can see, many of my characteristics of Higher functioning individuals on the autism scale lend to a hard-working employee who you can count on.