



Disclosure Script - Before You Start the Job

"I would like to explain some things about myself that might help you understand why I do certain things or behave in certain ways. I have an autism spectrum disorder. Having autism means that my brain operates a little differently than the brains of people without autism. Individuals with autism generally have differences in the way they communicate with others and the way they socialize with others.

They may also have difficulty with change. For me, I like to have advance warning before things change- I can accommodate your work needs, but I get flustered when things happen unexpectedly or without warning. Just giving me a 5-minute warning helps a lot. Another characteristic related to my autism is my memory. I have an excellent memory and can remember facts and numbers easily. I think this characteristic will really help me in this job when transferring data into different databases. I am also very precise, which will make me a good person for the job. I wanted you to know about my autism so that you understand me and feel comfortable with me.

Here is some information about what autism is, and I am happy to try to answer any questions you might have."

Here is the information from the script presented in bullet points, for easy reference.

- I want you to understand me better.
- My brain operates a little differently than those without autism.
- Autism means I have differences in the way I socialize and communicate with others.
- It also means I have difficulty with change.
- Advance notice helps a lot.
- I have an excellent memory, which should help me on the job.
- Here is a handout about autism for you to read.