



Disclosure Script - When Problems Occur

"I wanted to talk to you about the trouble I have been having with getting started for the day. You have to talk to me about it almost every morning, and I am concerned that I am not doing my job to your satisfaction. I would like to tell you something about myself that I think would help you understand me better and help me do my job better. I have an autism spectrum disorder, which means that there are differences in my communication style and social interactions. Some people with autism also have trouble with organization, which is true for me. Each day when I come into work, I am confused about what I am supposed to be doing. Sometimes I try starting my tasks on my own, and I seem to do them out of order or do something incorrectly.

Other times I just wait for you to come tell me what I should be doing. When that happens, you think I am doing nothing at all, but really I am unsure of what to do. Most of the time, I don't think to ask what I should be doing. I am capable of doing my work well and would like to be a good employee. It would help me out if there was a predictable routine for my morning tasks. Maybe you could write a quick list of what you would like me to do when I arrive at work—or send me the list in an email I can check each morning. Or, maybe a more consistent sequence of tasks could be arranged, so that I don't have this confusion.

I have some information about autism spectrum disorders for you to read and I am happy to answer any questions."

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

- It has been brought to my attention that I am having a problem getting started for the day.
- I have an autism spectrum disorder, which means I have trouble with social communication and organization.
- When I come to work, I don't know exactly what I should be doing.
- When I try to figure it out on my own, I may do it wrong.
- When I wait to be told what to do, I look like I'm doing nothing.
- I have trouble asking what I am supposed to be doing.
- A daily list of what I should be doing would help me.
- A predictable sequence of tasks or routine would also help me.
- I am capable of doing my job correctly with some strategies.
- Here is a handout about autism spectrum disorders.