Tips for Interviewing The Neurodistinct Worker

Brief Them on the Entire Process
Prepare them. Give all details. Names, photos, expected questions, schedule, etc. Ask about accommodations



Use Job Auditions
You wouldn't hire a dancer by looking at their resume and asking about a time they did poorly



Interview Candidates One on One
If you must do a panel interview - only one person should ask questions at a time. No jumping in



Interviewing Is not a Job Skill
Unless you are hiring professional interviewees their job skills are more important than interview skill



Yes/No Questions Are a No
Yes or no is the only answer. Be ready with a more inquisitive follow up question to get the details



Evaluate the Relevant Job Skills
Our skills are often strong & unique. We are innovative. Focus on the key job skills to find those who can excel



A Slow Reply Isn't a Slow Mind
We build up our understand from details. It can take a bit for us to figure out how to explain it clearly



Flat Affect Is Common With Autism
We often show little emotion in our voice and body. It is frequently not an accurate sign of what we really think



Meaning is In The Words
We focus on the precise words but may neglect non-verbals and conveys an incorrect emotional state



May Not Be Drawn to Pop Culture
Not knowing small talk topics is not an indicator of poor job skills or the chance of success in your job



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