



Your Voice

## COMING OUT AS AUTISTIC IN THE WORKPLACE

3 MINUTE READ

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You've just found out you're autistic or you've realise that your autistic behaviours are a significant disability to you functioning in the neurotypical world, so, you're faced with a decision...

WHETHER OR NOT TO TELL THE PEOPLE YOU WORK WITH  
AND THE ORGANISATION YOU WORK FOR?

The question whether you should disclose your autism to your work place, even family and friends is a deeply personal one. Its effectively a 'coming out'. Its revealing something that is so fundamental to your identity that it can leave you feeling vulnerable and exposed

### DISCLOSING YOUR NEURODIVERSITY



The world is set up for a neurotypical brain. Most people are presumed to be neurotypical until they say differently.

There are of course some considerations to disclosing your neurodiversity – despite lots of progress, we may face discrimination and bullying, from those in your workplace or those around you. That prejudice often comes from fear of not understanding.

However, disclosing your diagnosis or identity means that you are able to be yourself at work - to the extent that you feel comfortable. You might find that you mask less which takes less energy.

EVERYONE SHOULD FEEL COMFORTABLE TO BE  
THEMSELVES AT WORK





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## DISCOVERING NEW SKILLS

It can also lead to you discovering things about yourself and skills that are an advantage to you in the work place. Many people feel that telling people they are autistic helps people accept them and understand them more. Working with someone who is neurodiverse can also challenge peoples stereotypes and lead to greater acceptance of Neurodiversity as a whole.



## JUST GOT A DIAGNOSIS OR YOUR NEEDS ARE CHANGING?

If however you've only just got a diagnosis or your needs are changing, it means that you are able to adapt those adjustments that you might need. Telling your employer helps them understand your needs and how to support you so that you can fulfil your potential and get the best for both you and the workplace.

## CHOOSING TO DISCLOSE

Whether you choose to disclose or not, it should only be with those you are comfortable with knowing. It maybe that you find someone who is more understanding and you develop a closer working relationship and they can help you. You might also want to discuss it with some one close to you and feel able to be honest about how you feel about your diagnosis.

Whatever you choose to do - its your choice .

**"Coming out as neurodiverse is revealing something that is so fundamental to your identity that it can leave you feeling vulnerable and exposed"**