

**Creating the Right Fit:
Identifying Strengths and Needs for Individuals with Autism Spectrum Disorder**

Name: SCOTT	Individual's Observed Characteristics	Potential Impact on Success - POSITIVE -	Potential Impact on Success - CONCERNS -
Communication	Verbal, yet unable to maintain a conversational interchange. Will talk about special interests, which are Game Shows. Body Language is extremely difficult for him to understand	Game shows could be of interest to other employees...maybe able to build relationship through interest	What if the Supervisor uses facial expression and body language frequently to convey messages? Will he 'get it'? This could be a priority skill development area.
Social Competency	Desires social interaction, just not sure how to be successful. Does not get the subtle cues of social interaction.	Wanting to interact is a place to begin	Same as above... Co-workers may use subtle cues to that Scott doesn't pick up...
Sensory Processing Challenges	Needs personal space. Becomes anxious when others get too close. Sounds, including multiple voices seem overwhelming. Or unexpected sounds.	Extreme sensitivities seem to be limited, so may be able to accommodate areas of priority need.	Personal space is often limited in work situations. People talking can be unpredictable and difficult to adjust to. Some jobs have lots of auditory input.
Restricted Repetitive Behaviors and Thinking	Has difficulty moving off of favorite topic. Enjoys and NEEDS routine Can become upset when schedule changes even if it is discussed.	Jobs and other community situations often include routines. Can build on Scott's need for routine as a strength in the right setting	Changes can occur, sometimes unexpectedly in the community. Sometimes no time to prepare for what will happen. Need to support.
Cognitive Differences	Demonstrates well develop skill for visual memory. Auditory processing is not as strong.	Can use visual supports effectively and likely increase independence and reduce need for ongoing supervision	Others will need to be aware that giving verbal direction or information may not be as effective as verbal and written/ pictures.
Emotional Regulation	Can take a break if begins to feel stressful. If unable to break and stress builds, unable to regulate and may cry, scream or throw items	Wonderful that he can take a break to prevent escalation. Perfectly acceptable to many employment situations.	If he does continue to escalate, the results may cause great concern to employer, especially if in a public business.
Motor/Movement	Gross motor skills look good! Well coordinated. Fine motor skills are also a strength.	Movement and motor skills seem fine. May not need specialized effort or support.	No concerns at this time!
Biological/Health	Reports indicate that sleep patterns are inconsistent. May have difficulty falling asleep and may only sleep several hours/night	He is able to function on a small amount of sleep.... even if not at his best, he can stay awake and tries to do his best.	More concerns than positives. This may reduce efficiency and effectiveness. Most concerning is that if sleep deprived, he may not be able to cope with stressors that he typically handles .