

# Inclusive strategies

## INTERVIEWS



This factsheet can help you explore reasonable adjustments to induction processes that are more inclusive for Autistic and autism communities. Consider these requests for inclusive strategies:

Before the interview	<ul style="list-style-type: none"><li>• Request interview start and finish times and the format of the interview – is it an individual or group interview?</li><li>• Request wayfinding instructions and building access requirements</li><li>• Request the names and contact details of people on the interview panel</li><li>• Clarify any specific information or tools to bring to the interview</li></ul>
Interview questions	<ul style="list-style-type: none"><li>• Consider requesting that questions, topics or exercises that will be covered during the interview are provided in advance</li><li>• Consider preparing practical demonstration, portfolio of work or other way to demonstrate your knowledge</li><li>• Clarify if the meaning of questions and tasks unclear</li><li>• Ask for more response time if needed</li><li>• Consider checking if responses require further detail</li></ul>
Reasonable adjustments	<ul style="list-style-type: none"><li>• If needed, request reasonable adjustments, including communication preferences or a support person or animal</li></ul>
Interview environment	<ul style="list-style-type: none"><li>• Request sensory adjustments including light, noise, odour and temperature</li><li>• Request to stand rather than sit during the interview</li></ul>
Next steps	<ul style="list-style-type: none"><li>• Ask the interviewer what their expected next steps are, with timings, if possible.</li><li>• If a work trial is requested, clarify details including duration, payment and any equipment required to be provided</li></ul>

By implementing this guidance, you may be setting yourself up for success where you can demonstrate your Autistic strengths and all the ways that autism works. Contact the Office for Autism for more help!