



# Tool box

ACTIVATION TOOLS





# Quotes

THE INSPIRATIONAL QUOTES TOOL IS DESIGNED FOR ALL STAKEHOLDERS INVOLVED IN THE EMPLOYMENT OF AUTISTIC ADULTS. IT AIMS TO PROMOTE THE VALUE OF NEURODIVERSITY IN THE WORKPLACE.

THIS TOOL CONSISTS OF MOTIVATIONAL MESSAGES THAT BUILD THE ACTIVATION PROGRAMME. THESE QUOTES ARE TESTEMONIES OF AUTISTIC ADULTS THAT FACE THE BARRIERS OF EMPLOYMENT, INCORPORATING PERSONAL STORIES, HIGHLIGHT THE VALUE OF NEURODIVERSITY, ENCOURAGE ACTION AND INCLUSION, AND SOMETIMES INCLUDE A CALL TO ACTION.

# Quotes

## #1 INTEGRATION

### Introduction

THIS POWERFUL QUOTE EMERGES FROM A MOTHER WHO WITNESSED HER DAUGHTER'S REMARKABLE JOURNEY THROUGH EMPLOYMENT CHALLENGES. HER EXPERIENCE REFLECTS THE BROADER NARRATIVE OF AUTISTIC ADULTS FINDING MEANINGFUL WORK THAT CELEBRATES THEIR DISTINCTIVE STRENGTHS.

“

THERE'S A PLACE IN THE WORLD FOR EVERY AUTISTIC ADULT, WHERE THEIR UNIQUE BRILLIANCE ILLUMINATES PATHS OTHERS CANNOT SEE, AND THEIR EXTRAORDINARY POTENTIAL TRANSCENDS THE LIMITATIONS OF CONVENTIONAL PERCEPTION.

”

### Impact

DESPITE SIGNIFICANT CHALLENGES, MAINLY WITH COMMUNICATION, HER DAUGHTER FOUND HER NICHE IN A TILE FACTORY. HER WORK EXEMPLIFIES THE CRITICAL INSIGHT THAT AUTISTIC ADULTS OFTEN EXCEL IN ROLES REQUIRING PRECISION, ATTENTION TO DETAIL, AND CONSISTENT PERFORMANCE.

THIS EXAMPLE SHOWS THAT LIMITED COMMUNICATION DOES NOT EQUATE TO LIMITED CAPABILITY, SPECIALIZED WORK ENVIRONMENTS CAN UNLOCK EXTRAORDINARY POTENTIAL AND THAT INDIVIDUAL STRENGTHS MATTER MORE THAN PERCEIVED LIMITATIONS.

# Quotes

## #2 AWARENESS

### Introduction

NOREEN MURPHY,  
SPECIALIST RECRUITMENT & SUPPORT SERVICE  
FOR THE EMPLOYMENT OF NEURODIVERGENT INDIVIDUALS  
NOREEN IS IRISH, SHE HAS M.A. IN CLINICAL PSYCHOLOGY AND PHD IN  
AUTISM & COMMUNICATION, AND IS ALSO TRAINED IN HR, COACHING &  
MENTORING. SHE WAS KIND ENOUGH TO MEET WITH US FOR AN  
INTERVIEW.

“ I THINK THE FUTURE IS GOOD, BUT I ALSO THINK  
THE MORE PEOPLE ARE COMFORTABLE AND CONFIDENT  
COMMUNICATING THEIR NEEDS, THE MORE IT'S GOING  
TO BE ACCEPTED. BACK IN THE DAY, NOBODY TALKED  
ABOUT IT. IF YOU WERE DYSLEXIC, YOU DIDN'T TELL  
ANYONE. IF YOU WERE AUTISTIC – YOU ABSOLUTELY  
DIDN'T TELL ANYONE. YOU KNOW... IF YOU COULD  
HIDE IT, YOU HID IT. WHEREAS PEOPLE NOW ARE KIND  
OF PROUD OF SAYING “YES, I AM ON THE AUTISTIC  
SPECTRUM LIKE THIS PARTICULAR PERSON” ”

### Impact

BECAUSE THERE ARE CELEBRITIES NOW WHO ARE OPENLY AUTISTIC OR  
OPENLY HAVE ADHD AND SO ON.  
AND THE MORE THAT PEOPLE ARE OPEN ABOUT THESE THINGS, THE EASIER  
IT'S GOING TO BE FOR PEOPLE TO COMMUNICATE WHAT THEY NEED AND  
THE MORE LIKELY IT IS THAT MANAGERS ARE ABOUT TO UNDERSTAND WHAT  
IS BEING REQUESTED AND WHAT THEY NEED TO DO.

# Quotes

## #3 SOCIAL SKILLS

### Introduction

THE FOLLOWING QUOTES ARE FROM EMPLOYEES WHO WORK IN A CAFÉ IN WHICH THE 90% OF THOSE WHO WORK THERE BELONG TO VULNERABLE GROUPS (PERSONS WITH DISABILITIES).

“

WORKING GIVES ME THE OPPORTUNITY TO LEARN  
WHAT THE OUTSIDE WORLD IS LIKE

IT WAS THROUGH WORKING THAT MY SOCIAL AND  
COMMUNICATION SKILLS DEVELOPED

”

### Impact

THE FIRST QUOTE HIGHLIGHTS THAT HAVING A JOB HELPS AUTISTIC ADULTS UNDERSTAND HOW SOCIETY WORKS AND HOW PEOPLE INTERACT WITH EACH OTHER. IT ALLOWS THEM TO LEARN SOCIAL SKILLS AND GAIN REAL-WORLD EXPERIENCE.

THE SECOND QUOTE HIGHLIGHTS THE PERSONAL GROWTH EXPERIENCED BY THE EMPLOYEE, INDICATING THAT THE JOB HAS ENHANCED SOCIAL AND COMMUNICATION SKILLS, CONTRIBUTING TO OVERALL PERSONAL DEVELOPMENT AND CONFIDENCE.

# Quotes

## #4 RECOGNITION OF STRENGTHS

### Introduction

THE FOLLOWING QUOTE IS FROM A PARTICIPANT AT SOCIAL WORKSHOP

“

BEING VALUED FOR MY UNIQUE SKILLS HAS MADE A  
SIGNIFICANT DIFFERENCE IN MY PROFESSIONAL LIFE.

”

### Impact

RECOGNITION OF STRENGTHS: IT EMPHASIZES THE IMPORTANCE OF ACKNOWLEDGING AND APPRECIATING THE UNIQUE SKILLS AND TALENTS THAT AN INDIVIDUAL BRINGS TO THE WORKPLACE.

IMPACT ON PROFESSIONAL GROWTH: IT CONVEYS THAT BEING VALUED AND RECOGNIZED HAS POSITIVELY INFLUENCED THE PERSON'S CAREER, LIKELY LEADING TO GREATER JOB SATISFACTION, CONFIDENCE, AND PROFESSIONAL DEVELOPMENT.

POSITIVE WORK ENVIRONMENT: IT REFLECTS THE SIGNIFICANCE OF A SUPPORTIVE AND INCLUSIVE WORK ENVIRONMENT WHERE EMPLOYEES FEEL RESPECTED AND APPRECIATED FOR THEIR CONTRIBUTIONS, WHICH CAN ENHANCE THEIR OVERALL WORK EXPERIENCE AND PERFORMANCE.

# Quotes

## #5 MOTIVATIONAL MESSAGES

### Introduction

MOTIVATIONAL MESSAGES PROMOTING THE VALUE OF NEURODIVERSITY IN THE WORKPLACE

“

BEING DIFFERENT DOESN'T MEAN BEING LESS. IT JUST  
MEANS BEING YOU  
THE ONLY WAY TO DO GREAT WORK IS TO LOVE WHAT  
YOU DO  
WE ARE ALL DIFFERENT, BUT WE ALL HAVE THAT SAME  
SPARK THAT MAKES US LIGHT UP  
COMMUNICATION IS NOT JUST TALKING, IT'S ALSO  
LISTENING  
WHY FIT IN WHEN YOU WERE BORN TO STAND OUT

”

# Quotes

## #6 DIVERSITY

### Introduction

“

I'VE ALWAYS BEEN FASCINATED BY THE WAY DIFFERENT PEOPLE THINK AND WORK. IT'S AMAZING HOW EVERYONE HAS THEIR OWN UNIQUE STRENGTHS AND PERSPECTIVES. WE'VE REALIZED THAT EMBRACING NEURODIVERSITY HAS OPENED UP A WHOLE NEW WORLD OF POSSIBILITIES FOR OUR COMPANY.

”

### Impact

THIS QUOTE EMPHASIZES THE IMMENSE VALUE OF NEURODIVERSITY BY CELEBRATING THE UNIQUE STRENGTHS AND PERSPECTIVES THAT INDIVIDUALS BRING, INCLUDING THOSE WITH AUTISM. IT SERVES AS A POWERFUL REMINDER THAT DIFFERENCES ARE NOT LIMITATIONS BUT OPPORTUNITIES FOR INNOVATION AND GROWTH. FOR AUTISTIC ADULTS, THIS MESSAGE IS BOTH EMPOWERING AND INSPIRING, REINFORCING THEIR WORTH AND POTENTIAL WHILE ENCOURAGING THEM TO SEE THEIR INDIVIDUALITY AS A STRENGTH THAT CAN OPEN DOORS AND CREATE MEANINGFUL CONTRIBUTIONS IN ANY ENVIRONMENT.



# Quotes

## #7 INCLUSIVE WORKPLACE

### Introduction

DANIELA FUCHS

HEAD OF JOB COACHING, DIVERSITY & INCLUSION

EMPLOYER: AUTICON DEUTSCHLAND GMBH

“

AT AUTICON, SKILLS AND MOTIVATION COUNT MORE THAN FORMAL QUALIFICATIONS OR AN UNBROKEN CV. THE DECISIVE FACTOR IS WHAT SOMEONE CAN DO AND HOW MUCH ENJOYMENT THEY BRING TO THE JOB. OUR RECRUITMENT PROCESS IS DESIGNED TO RECOGNISE PRECISELY THESE TALENTS. THANKS TO OUR PROJECT-BASED WORK AND THE SUPPORT OF JOB COACHES, WE CREATE A SUITABLE ENVIRONMENT AND OFFER SUITABLE PROJECTS FOR OUR AUTISTIC COLLEAGUES IN ORDER TO PROMOTE LONG-TERM COLLABORATION.

”

### Impact

AS A BUSINESS PSYCHOLOGIST WITH EXPERTISE AND MULTI-YEAR EXPERIENCE IN NEURODIVERSITY AND AUTISM, MY PASSION IS FOSTERING AN INCLUSIVE AND MOTIVATING WORKPLACE WHERE DIVERSE TEAMS CAN UNLEASH THEIR POTENTIAL AND SHAPE THE BUSINESS FORWARD.