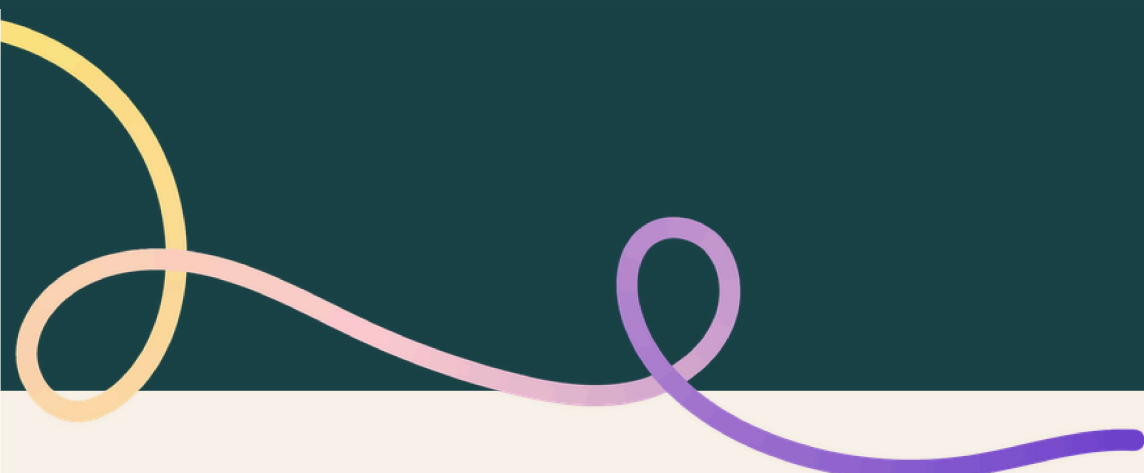


A factsheet about
Getting what
you need at work



UnderstandingZoe

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Getting what you need at work

A workplace self-advocacy guide for Autistic and AuDHD adults. Deciding whether to disclose, asking for adjustments, and handling problems fairly.



Decide what to share

Telling people at work that you are neurodivergent is always your choice, and there is no single right answer. Disclosure can open doors to support, and it can also carry risk depending on the workplace. It is the part of this guide with the least room to move, so weighing it up carefully is looking after yourself, not overthinking.

What it can open up

- Support you can actually ask for
- Less energy spent masking at work
- Someone in your corner if it gets hard
- The law on your side if you need it
- Room to bring your whole self to work

What to weigh first

- How safe the place really feels
- Sharing only what is relevant, not all of it
- Who to tell first, and when
- There is no single right moment
- You can start small, say more later

Find the words that fit

You should not have to explain your whole nervous system to get support. These are starting points you can borrow, adapt, or make your own.

KEEPING IT SIMPLE

"I am neurodivergent, and a couple of small tweaks help me do my best work."

ASKING IN WRITING

"I take detail in better in writing. Could you drop the key actions in an email after we meet?"

BUYING A LITTLE TIME

"Let me come back to you on that shortly, I think it through better with a moment."

NAMING A BARRIER

"This part of the role is genuinely hard for me. Could we look together at what would ease it?"

MAKING THE INVISIBLE COUNT

"A lot of what I do to keep up is not visible, but it is real, and I would rather ask than mask it."

Know your words and rights

Words that can help

Masking

Covering or holding back how you naturally are so you seem to fit in. It can get you through the day, and it quietly runs your battery down.

Burnout

The deep flattening that builds when masking and demands pile up for too long. A sign to lower the load, not a failing.

Double empathy

The idea that mix-ups between autistic and non-autistic people run both ways, rather than being one side's fault.

Reasonable adjustments

Practical changes to how or where you work that remove a barrier. If an employer refuses, they carry the onus of proving it would cause unjustifiable hardship.

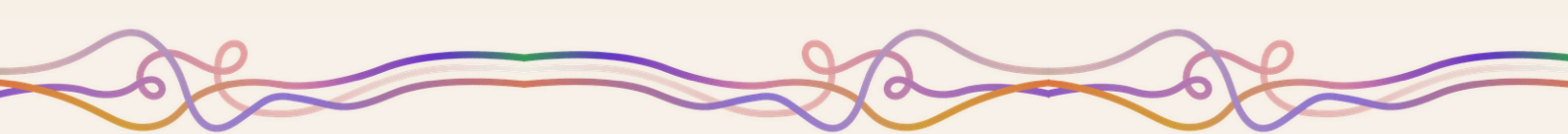
Adjustments worth asking about

- Flexible start and finish times
- Written instructions to re-read
- Time to reply, not on the spot
- A low-sensory place to work
- A written recap after meetings
- Regular, predictable check-ins

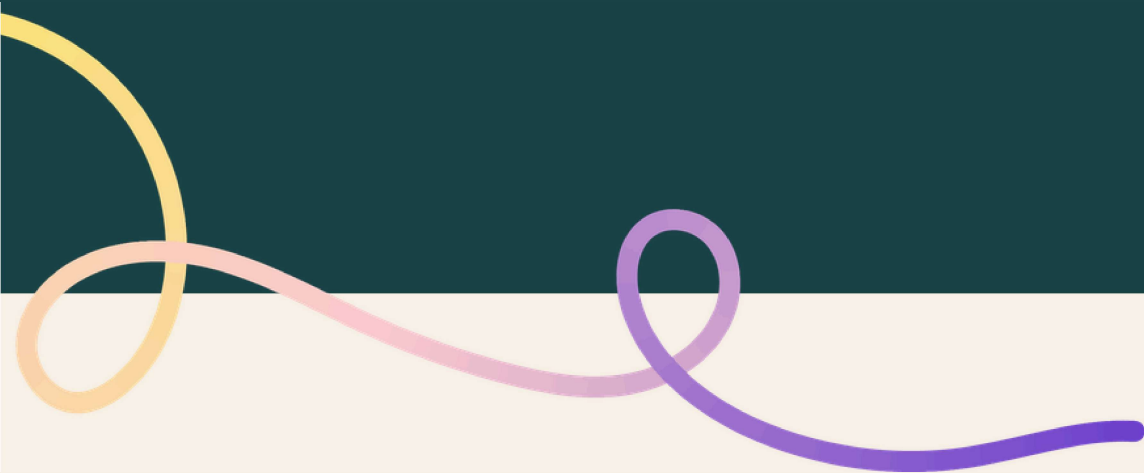
Two rights, on two timelines

From day one, adjustments. Under the Disability Discrimination Act 1992, refusing a reasonable adjustment can be unlawful discrimination, unless your employer proves it would cause unjustifiable hardship, or that you could not do the job's essential duties even with it in place. If they refuse anyway, you can take it to the Australian Human Rights Commission.

After 12 months, flexibility. Autism and ADHD normally count as a disability under the Fair Work Act, so once you have 12 months of continuous service (regular ongoing work, if you are casual) you can ask for flexible working in writing. Your employer has to genuinely consider it, reply within 21 days, and can only say no on reasonable business grounds. If they refuse or go quiet, the Fair Work Commission can step in.



Understanding Zoe



Understanding Zoe is the first neuroaffirming AI-powered app that turns every report, observation and moment into an actionable next step, supporting neurodivergent people and those who care about them to thrive.

for more information, you can contact
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