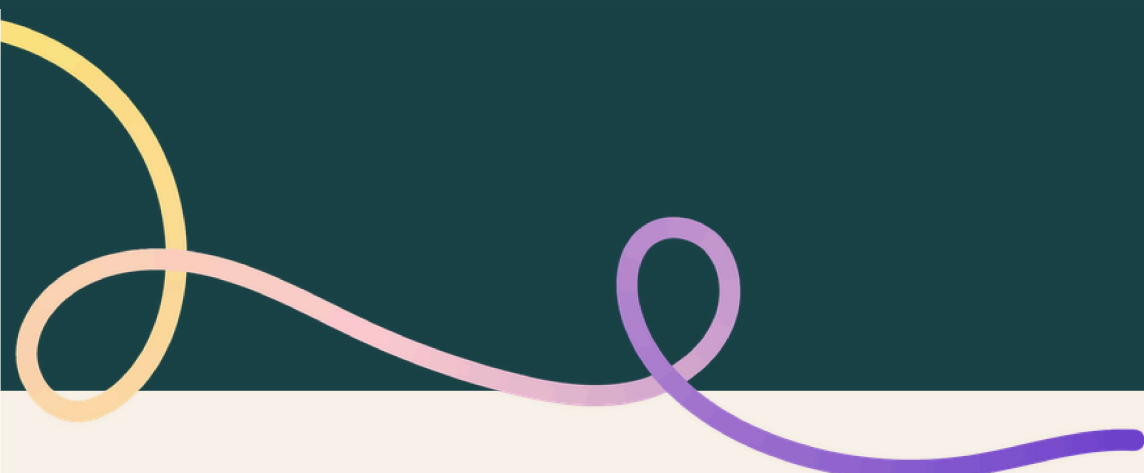


A factsheet about

Working as yourself



Understanding  Zoe

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Working as yourself

A job-search guide for Autistic and AuDHD adults.
Understanding your fit, applying, interviewing, and
knowing your worth.



Look for a role that fits

There is no single right way to find work, and your path may loop back on itself. These are ideas you can try in any order, to look for a role that suits how you actually work rather than squeezing yourself to fit the role.

- 1 Start with fit, not the job title.** It can help to notice which tasks energise you and which drain you, and what helps you focus. For many people, a supportive manager, clear expectations and a calm space matter more than the title on the door.
- 2 Read the day, not just the ad.** A role can look fine on paper and still clash with how you work. Where you can, ask what an ordinary day actually involves: how change is handled, how much is put in writing, how calm the space is.
- 3 Go at a pace you can keep up.** Applying takes energy, so it is fine to do it in small pieces, keep a base you adapt each time, and pause in between. A knock-back is information too, and it is reasonable to ask what would have made a stronger case.
- 4 Level the interview where you can.** You can ask for the questions ahead of time, some extra time, or a written task instead of a live one. Prepare rather than push through, and treat it as your chance to check whether the place would suit you as well.
- 5 Weigh what fits, where you can.** When you have a choice, a quick check can help: one thing to honour, one thing you do well to use, one need to protect. When there is less choice, and sometimes there is, protecting even one of these still counts.

Work often has to happen on the world's terms, not ours, and you are allowed to do it in the way that costs you least. Asking for what helps is reasonable, whatever your options.

Understand how you work

Work is often built around neuronorms, the unwritten rules that put neurotypical ways of working first, so when a job feels hard it is easy to assume the problem is you. Often it is not. Many neurodivergent people find they have real strengths, and also things they need in place, though no single list fits everyone. Tick what feels true for you, not all will apply, and add your own.

Strengths to build on

- ☐ Going deep on work that holds your interest
- ☐ Spotting patterns and details others miss
- ☐ A fair mind and honest, direct talk
- ☐ Thorough, dependable follow-through
- ☐ Fresh, original ways into a problem
- ☐ Real depth of knowledge where you focus
- ☐ Loyalty and a point of view worth having
- ☐ Add your own

Conditions that can help

- ☐ Expectations spelled out in specific terms
- ☐ Somewhere low on noise and glare
- ☐ Notice ahead of changes
- ☐ Some say over when and how you work
- ☐ The key things in writing, not just spoken
- ☐ A moment to think before you answer
- ☐ One task at a time, with real breaks
- ☐ Add your own

Something to sit with: which of these feel most true for me, and which two or three would make the biggest difference if an employer knew?

Know the words for work

The unemployment rate for Autistic people of working age is 18.2 percent, almost six times the rate for people without disability.

Source: Australian Bureau of Statistics, 2022. The barrier is the system, not you.

Words that can help at work

Monotropism

A style of attention that pours deeply into one interest or task at a time. It can bring real depth and flow, and can make switching on demand harder.

Hyperfocus

Getting so absorbed that time and the room fall away. Brilliant for deep work, tricky when you need to stop.

Executive function

The behind-the-scenes work of starting, planning and finishing tasks. Finding this hard is common, and support for it is practical, not a flaw.

Sensory load

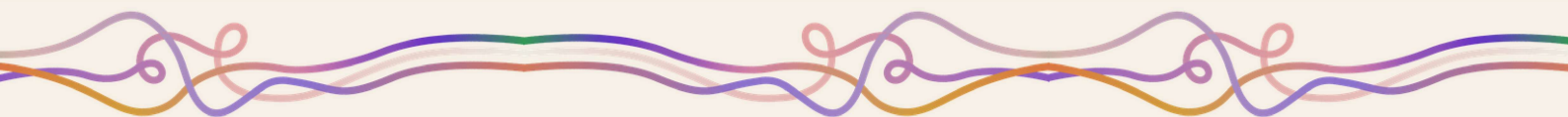
The build-up of noise, light and busyness your system is handling. When it runs high, everything else gets harder.

Spiky profile

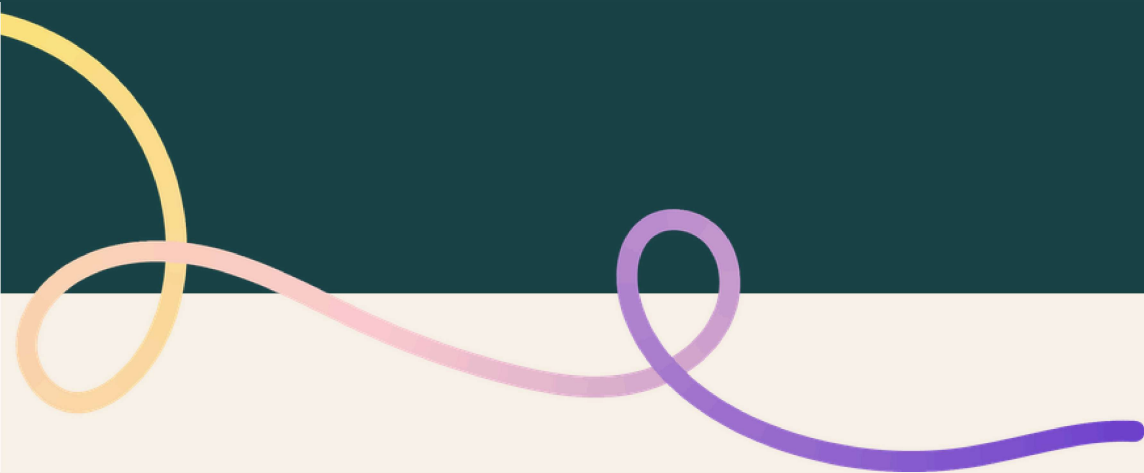
Being strong in some areas and needing more support in others, rather than even across the board.

Recharge time

The rest, quiet or interest-led downtime that tops your energy back up. Part of how you work, not a luxury.



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
hello@understandingzoe.com

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