

# Why Seek Autistic Employees

Research indicates that autistic individuals bring unique strengths to the workforce, offering valuable benefits to organisational performance, particularly in the context of venues.

Employers shared in an Autism SA Project Survey in 2023 that *'The neurodiversity of the workforce helps to better understand and meet the needs of different types of customers, thus providing better customer service.'*

### Strengths of autistic employees can include:

**Superior Creativity:** Can be harnessed for innovative event planning and problem-solving.

**Enhanced Focus:** Ensures tasks are completed with attention to detail, which is crucial for event setups and maintaining standards.

**Strong Memory Skills:** Beneficial for remembering complex event details and customer preferences.

**Honesty and Dedication:** Ensures reliable and trustworthy service, building customer trust and satisfaction.

**Ability to Connect with Neurodivergent Patrons:** Creates a more inclusive and welcoming environment for all guests.

**High Attention to Detail:** Essential for maintaining high standards in service, cleanliness, and event execution.

**Enhanced Error Detection:** Helps identify and correct potential issues quickly, ensuring smooth operations.

**Pattern Recognition:** Useful for anticipating and addressing recurring issues or optimising processes.

# Enhancing Accessibility and Inclusion Guide for Venues

**Tolerance for Repetition:** Ideal for roles requiring consistent performance of tasks, such as cleaning, serving, and administrative duties.

**Unique Problem-Solving Abilities:** Offers creative solutions to challenges that may arise in a dynamic event environment.

**Reliability and Conscientiousness:** Ensures dependable staffing, reducing the risk of no-shows and enhancing overall service quality.

**Low Absenteeism and Turnover:** Provides stability in staffing, reducing training costs and maintaining team cohesion.

**High Levels of Focus and Concentration:** Ensures thoroughness in tasks, contributing to a seamless event experience.

**Tendency to Stay Out of Office Drama:** Promotes a harmonious workplace, free from unnecessary conflicts.

**Loyalty:** Encourages long-term employment, fostering experienced and knowledgeable staff.

**Accuracy:** Ensures precision in tasks such as handling bookings, managing finances, and preparing reports.

*These characteristics can make autistic employees highly desirable for venues.*