

UNDERSTANDING AUTISM IN THE WORKPLACE: DECONSTRUCTING PRECONCEPTIONS AND BUILDING REAL INCLUSION

For all employees, managers, and HR professionals who want to better understand and collaborate with autistic colleagues

Move beyond theory to understand what your autistic colleagues actually experience — and acquire immediately applicable tools

Duration : 4 hours	Modules : 4 modules
Lessons : 16 lessons	Audience : All employees, managers, HR professionals
Format : 100% online, asynchronous	Provider : N° 11757351875
Certification : Qualiopi	Price : On request

www.dynseo.com/nos-formations | contact@dynseo.com | 09 66 93 84 22

Course description

This 4-hour training is designed for all employees, managers, and HR professionals who wish to better understand autism in the workplace context. It helps deconstruct preconceived notions, concretely understand what an autistic colleague experiences daily, and acquire simple reflexes for better communication and collaboration. The training addresses the autism spectrum in its diversity, the specific challenges of the professional environment, managerial adaptation tools, and the impact of autism on careers. Each module concludes with practical scenarios to immediately reinforce learning. By the end, each participant will have a real — not theoretical — understanding of what their autistic colleagues experience, and will have directly applicable tools.

Module summary

MODULE 1	What Autism Really Is — Deconstructing Preconceived Notions	5 lessons
MODULE 2	On a daily basis — working better together	4 lessons
MODULE 3	The manager facing autism	4 lessons
MODULE 4	Autism and Career	4 lessons

Learning objectives

Learning objectives

- Understand the autism spectrum and deconstruct common preconceptions
- Identify what an autistic colleague experiences daily in the workplace
- Adopt clear and explicit communication that benefits the entire team
- Adapt management practices without infantilizing
- Recognize the strengths of autistic profiles and how to leverage them
- Build fair evaluations and support career progression
- Create an inclusive culture where difference is not a problem but an asset

General information

Duration	4 hours
Target audience	All employees, managers, and HR professionals
Prerequisites	None, training accessible to all adults
Pricing	Upon request - VAT not applicable (article 261-4-4° of CGI)
Certification	Qualiopi - Training completion certificate

Lesson 1 - The autistic spectrum — diversity of profiles, not a single face

- Why we talk about "spectrum": immense diversity from subtle to visible profiles
- What autism is not: neither disease, intellectual deficiency, nor lack of empathy
- Three main dimensions: social communication, cognitive flexibility, sensory processing
- Masking: why some autistic people "fly under the radar" — and at what cost

Lesson 2 - Asperger syndrome — the most common profile in the workplace

- Asperger's: autistic profile without intellectual disability, often highly competent
- Why the term persists despite DSM-5 removal: common usage and identity
- Characteristics at work: high intelligence, specific interests, literalness, difficulty with implicit codes
- The gap between technical skills and social skills: highly effective yet vulnerable

Lesson 3 - What an autistic colleague experiences at the office

- Sensory overload in open spaces: noise, light, smells impact body and concentration
- Cognitive load of implicit social interactions: implications, unspoken codes, reading between lines
- Need for predictability: last-minute changes are exhausting, not whimsical
- Fatigue of masking: performing "normality" all day and its evening cost

Lesson 4 - What we say, what we do — common mistakes without knowing it

- Ambiguous formulations: "ASAP," "do something good," "you know what I mean?"
- Misunderstood implicit situations: informal meetings, team lunches, managerial unspoken rules
- Awkward reactions to unusual behavior: eye contact avoidance, direct responses, restlessness
- Common workplace misunderstandings: what we think vs what is actually happening

Lesson 5 - Situational Exercises — Module 1

- Scenario 1: Julien never joins team lunches — antisocial or something else?
- Scenario 2: Sophie delivers perfect but mismatched work — where's the communication problem?
- Scenario 3: Public correction of director's error — managing social impact in the moment
- Review: what we should have seen, said, and what we change starting tomorrow

Lesson 1 - Adapted communication — clarity, explicit, without implication

- Formulate clear requests: exactly what, when, and how
- Give direct feedback without harshness: difference between clarity and brutality
- Written materials as inclusion tools: reports, summaries, shared checklists
- Explicit communication benefits the whole team, not just autistic colleagues

Lesson 2 - Critical moments — meetings, open space, unforeseen events

- Inclusive meetings: agenda in advance, structured speaking, processing time
- Open space and noise: identify disturbances and feasible changes
- Managing unforeseen events: how to anticipate and support plan changes
- Informal moments: neither forcing nor excluding — finding the right balance

Lesson 3 - The strengths of the autistic profile in the workplace — and how to harness them

- Attention to detail and rigor: major assets in technical and analytical professions
- Systems thinking: spotting inconsistencies, logical flaws, and process failures
- Reliability and loyalty: committed collaborators on meaningful missions
- Role distribution to leverage strengths without confining to repetitive tasks

Lesson 4 - Situational Exercises — Module 2

- Scenario 1: Changed meeting agenda causes colleague to shut down — what to do?
- Scenario 2: Designing truly inclusive team building without it being "for autistics"
- Scenario 3: Perfect report, wrong tone for client — giving constructive feedback
- Review: formulations that work, helpful postures, key takeaways

Lesson 1 - The Asperger profile in the workplace — what the manager needs to know

- Signals to read: unusual behaviors, repeated misunderstandings, gradual isolation
- Differentiating autistic from shy, introverted, or "difficult" profiles
- Why many autistic adults aren't diagnosed: late diagnosis, effective masking, taboo
- What not to do: diagnose, label, or reveal without consent

Lesson 2 - Adapting your management style without infantilizing

- Daily adjustments: written briefs, priority confirmation, factual feedback
- Predictability as performance lever: anticipating changes, explaining reasons, allowing adaptation time
- Managerial flexibility with autistic profiles — and what it doesn't mean
- Maintaining professional standards: inclusion doesn't mean tolerating inadequacy

Lesson 3 - Build a sustainable support plan

- Four elements: concrete arrangements, regular follow-ups, tailored objectives, periodic reassessment
- Co-construction with the collaborator, not for them
- Adjust over time: what worked six months ago may no longer apply
- When and how to mobilize external resources: HR, occupational medicine, specialized support

Lesson 4 - Situational Exercises — Module 3

- Scenario 1: Suspecting undiagnosed autism — approaching with colleague, HR, and team
- Scenario 2: Accommodations spark complaints of unfairness — managing tension
- Scenario 3: Technical excellence but refusal to present — supporting career progression
- Review: difficult trade-offs, appropriate stances, what we take away

MODULE 4

Autism and Career

4 lessons

Lesson 1 - Evaluations — what skews everything without us seeing it

- Unconscious biases in evaluating communication, relationships, and "presence"
- Separating actual contribution from perceived image in fair assessment
- What autistic collaborators can do to objectify their contribution
- Evaluation criteria that structurally penalize autistic profiles — rebalancing them

Lesson 2 - Promotions and advancements — the invisible ceiling

- Why autistic profiles are under-promoted: perceived image, difficulty self-advocating, unmastered codes
- Manager's role in visibility: advocating upward for autistic employees
- Positions leveraging autistic strengths: technical expertise, analysis, quality, R&D
- Developing with support: communicating results, navigating implicit codes

Lesson 3 - Raise awareness among the team and build an inclusive culture

- What to say without revealing diagnosis: discussing different work styles and needs
- Collective training as prevention: sensitized teams manage misunderstandings better
- Creating environments where difference is reality to integrate, not problem to manage
- Inclusion benefits the whole team — not just autistic individuals

Lesson 4 - Situational Exercises — Module 4

- Scenario 1: Excellent results but negative "attitude" ratings — building fair evaluation
- Scenario 2: Interview format disadvantages qualified autistic candidate — manager's role
- Scenario 3: Launching autism awareness without singling out colleague
- Training recap: three takeaways, one change starting tomorrow, one resource to consult

Teaching methods

- 100% online training accessible 24/7 from any device
- Interactive content: videos, practical scenarios, concrete examples
- Immediately applicable tools and resources to download
- Training completion certificate issued at the end
- Accessible to people with disabilities — contact us to discuss specific adaptations

