

There are many ways employers can make interviews more accessible to those with learning disabilities and/or autism, find out some of these ways below.

Consider Processing Time

Those with learning disabilities and/or autism can take longer to process information, allow 6 to 10 seconds before asking the question again or prompting the candidate. It may also help to reword the question especially if you have already repeated it twice.

Types of Questions

The questions you ask may be taken literally, therefore you should think about how you could reword these questions to make the answer you are looking for clearer. Questions that could be misinterpreted include “How did you find your last job?” and “What could you bring to the company?”

You should also ask the candidate about real experiences instead of asking abstract questions as these can be difficult to answer. Think about how you can change the question so the candidate can tell you about something they have done or experienced (for example in a past job or at college) instead of them having to predict what they would do in a future situation.

Suitable Environment

Think about the environment that you hold the interview in. You should make sure you are in a quiet area that is unlikely to have any sudden noises and make sure there are no flickering lights.

Other Options

A traditional interview can disadvantage those with learning disabilities and/autism and may not be the best way for these candidates to show you their skills. You should consider alternative interview formats such as a short work trial so the skills the candidate has can be practically demonstrated.

