

How to get unstuck at work: framework for autistic and AuDHD professionals

A guide to reflecting on work situation and considering next steps

Score your answer to each question below. Add up the scores per section. Lowest-scoring section is the one to pay attention to. Nature of work may suggest change in role or organisation. Environment may call for accommodations. Masking may benefit from self-employment or change in organisation.

1. The nature of work

How fulfilled are you by your job? Consider:

- What makes my job meaningful to me?
- How am I using my strengths and learning new skills?
- To what extent do I have a sense of accomplishment from doing my job well?

least					most
①	②	③	④	⑤	
least					most
①	②	③	④	⑤	
least					most
①	②	③	④	⑤	

2. The environment

The environment encompasses sensory aspects of the physical space, the social dynamics, and the organisational eco-system. Consider:

- How physically comfortable am I at my workplace?
- How psychologically safe do I feel?
- How connected do I feel to the people?

least					most
①	②	③	④	⑤	
least					most
①	②	③	④	⑤	
least					most
①	②	③	④	⑤	

3. Masking

This is about how authentic you are able to be at work. Consider:

- To what extent am I being myself at work?
- How much do I worry about fitting in?
- What kind of expectations might I be fulfilling?

least					most
①	②	③	④	⑤	
least					most
①	②	③	④	⑤	
least					most
①	②	③	④	⑤	

Possible actions

Visualise your ideal work day. Based on that image and the reflections above, which of the following might be appropriate?

- Negotiate accommodations within your current role
- Change role
- Change organisation / consider self-employment