

AUTISM AWARENESS

COURSE OUTLINE



01428 741 482
capitaltraining.com

 **Capital**
TRAINING

Autism Awareness

Course Aims

This interactive session explores how autism presents in professional environments and how organisations can create supportive, inclusive workplaces. Through case studies, reflective exercises, and facilitated discussion, participants will learn to recognise sensory sensitivities, communication preferences, and strengths such as pattern recognition and deep focus. The course emphasises practical adjustments and everyday actions employees can take to foster inclusion and psychological safety.

Duration

3 hour workshop

Target Audience

- Employees at all levels
- Teams seeking to improve collaboration and inclusivity
- Staff who want to better understand and support autistic colleagues

Learning Outcomes

By the end of the course, participants will be able to:

- Understand the spectrum of autistic traits and how they may present at work
- Recognise sensory, social, and communication differences
- Identify practical adjustments to support autistic colleagues
- Challenge stereotypes and promote neuro-affirming language
- Foster inclusive team dynamics and psychological safety

Course Content

Session 1 - Introduction & Objectives

- Welcome and icebreaker: "What does inclusion mean to you?"
- Course overview and objectives
- Setting a respectful, safe learning environment

Session 2 - Understanding Autism in the Workplace

- Autism as a spectrum: diversity of traits and presentations
- Common strengths: pattern recognition, deep focus, innovation, reliability
- Common challenges: sensory sensitivities, social communication differences, executive functioning
- Activity: Myth-busting quiz — participants challenge stereotypes and misconceptions

Session 3 - Everyday Experiences of Autistic Colleagues

- Sensory differences: noise, lighting, workspace setup
- Communication preferences: clarity, directness, alternative formats
- Social dynamics: teamwork, informal interactions, unwritten rules
- Activity: Case study discussions — "How would you respond in this situation?"

Session 4 - Practical Adjustments & Inclusive Practices

- Examples of reasonable adjustments:
- Flexible workspace arrangements
- Clear written instructions
- Sensory-friendly practices
- Alternative communication channels
- Everyday actions employees can take to support colleagues
- Activity: Group brainstorm — "What small changes could we make tomorrow?"

Session 5 - Promoting Neuro-Affirming Language & Team Culture

- Language matters: avoiding stereotypes, using respectful terminology
- Building psychological safety in teams
- Encouraging allyship and peer support
- Activity: Reflection exercise — participants write 2–3 personal commitments

Session 6 - Wrap-Up & Reflection

- Key takeaways
- Q&A
- Feedback and next steps

