

Assessment Tool

The Assessment Tool is designed to support Booking and Publishing (B&P) managers in fostering an inclusive workplace for individuals with autism, by evaluating its effectiveness, identifying areas for improvement, and making data-driven adjustments.

As a B&P manager you can utilize this Assessment Tool for both personal and team-wide use. You can complete it yourself or periodically ask employees to participate to measure the inclusivity status within your company.

You can choose between using the Assessment tools online, which complies with GDPR regulations and ensures anonymity, or a PDF version that allows for flexibility in implementation according to your company's needs.

Part 1.

		Strongly Agree	Agree	Disagree	Strongly Disagree	Don't know
		4	3	2	1	0
1	Neurodiversity usually refers to a person with mental deficits and limited abilities in general					
2	Neurodiversity practically refers to another way of perceiving and interpreting the world					
3	The HR department is the only appropriate department to exclusively manage diversity issues					
4	A neurodivergent mind can broaden the narrative and storytelling in publishing					
5	in autistic people the symptoms are always similar and of the same severity					
6	Embracing variability within ASD we promote understanding and acceptance of neurodiversity					
7	An inclusive approach for individual with ASD benefits society as well					
8	Diversity practically decreases productivity and team's performance					
9	Autistic individuals are "savants"					
10	Autistic individuals lack of empathy and emotions					
11	All Autistic individuals need significant support throughout their lives and their careers as well					
12	Autism affects equally both men and women					

13	Autistic individuals are prone to violence and to aggressive behavior					
	Total					

- **If you have scored more than 26 points:** You have a good understanding of the importance of variability, in the creation of a supportive environment. and how important it is to avoid generalizations and stereotypes. You can directly contribute to the smooth integration and inclusion of individuals with ASD, in your professional environment.
- **If you have scored up to 26 points:** Please visit the [Manual for Managers'](#) chapters on variability and the Myths accompanying autistic people for deeper information. More specifically...

Questions 1-4. The personal and professional progress of autistic people depends directly on the elimination of prejudices and stereotypes, the proper information and the engagement of all partners from the top of the hierarchy down to the whole collaborators. The “IMPRINT” program proposing this «Guide», aims precisely at this goal.

Question 5. The variability of ASD is notable both in its presentation and its impact on individuals. Symptoms can range from mild to severe, and they may change over time or be influenced by factors such as age, environment, and co-occurring conditions. **More on page 5.**

Question 6. By embracing variability, we can foster a more inclusive and supportive environment for individuals with ASD, promoting their overall well-being and maximizing their potential for growth and development. **More on page 6.**

Question 7. It is important to avoid generalizations and stereotypes, and instead, focus on understanding and supporting each individual's unique needs and strengths. **More on page 7.**

Question 8. Neurodiversity is a concept that values neurological differences as any other human Variation. These are not defects but merely differences—the same way we appreciate differences in race, ethnicity, gender, or sexual orientation. **More on page 7.**

Question 9. It is important to recognize the diverse range of intellectual abilities in the autism community and not to assume that all people with ASD have “superficial intellectual capabilities” **More on page 9**

Question 10. A common stereotype about autistic people is that they are lonely people who prefer to be alone and do not want to form friendships or social relationships. **More on page 11.**

Question 11. With the right adaptations and support, autistic people can thrive in a wide range of careers and lead fulfilling, independent lives. **More on page 12**

Question 12. Historically, autism is more commonly diagnosed in men. Autism affects people of all genders, although the prevalence of autism in men is higher than in women. **More on page 12**

Question 13. Studies have shown that autistic individuals are more likely to be victims of violence or bullying than to commit it. Any aggressive behaviors that may occur are often the result of frustration, sensory overload, or difficulty communicating, rather than an innate tendency toward violence. **More on page 13**

Part 2

		Strongly agree	Agree	Disagree	Strongly Disagree	Don't know
		4	3	2	1	0
14	Neurodivergent individuals can bring unique perspectives and talents to the company					
15	Workplace design (lights, sounds, smells,..) has an impact on autistic individuals					
16	it is important to develop initiatives supporting diversity within the company					
17	Neurodivergent people are not able to cooperate easily as they have difficulties with their executive functions					
18	Different modes of communication can facilitate social interaction and promote a positive and inclusive work environment					
19	Team building activities contribute to a more inclusive environment					
20	Neurodivergent individuals can bring unique perspectives and talents to the company					
21	Specific actions to support diversity can be easily organized					
	Total					

- **If you have scored more than 16 points:** You have a good understanding that we can create an inclusive and productive work environment for all employees. By implementing initiatives, organizations can foster a culture of acceptance and understanding, promoting diversity and equal opportunities for all employees, regardless of their neurodiverse traits. Embracing neurodiversity, organizations can tap into a pool of untapped talent and perspectives, fostering innovation and creativity.
- **If you have scored up to 16 points:** Please visit the [Manual for Managers!](#) chapters referring to the best practices for a supportive work environment and the communication and collaboration strategies you can implement so as to make maximum advantage of the strengths and abilities of autistic people. More specifically...

Question 14. There is a lot that employers and society can do to reduce the impact of challenges faced by neurodivergent individuals and create an inclusive environment that allows their strengths to shine. **More on page 15**



Question 15. By offering flexible work arrangements and amenities, employers can foster a supportive and accommodating work culture that values the well-being and individual needs of their employees. **More on page 20-26**

Question 16. By implementing these initiatives, organizations can foster a culture of acceptance and understanding, promoting diversity and equal opportunities for all employees, regardless of their neurodiverse traits. **More on page 23**

Question 17. Appropriate support and strategies can be implemented to help individuals with executive functioning challenges succeed academically, socially, and in their daily lives. **More on page 28**

Question 18. Effective communication strategies are crucial when it comes to facilitating social interactions. By implementing these strategies, teams can ensure that every member, regardless of their neurological differences, is able to communicate effectively and feel included in the group. **More on page 29**

Question 19. Team building activities can be customized to cater to the unique needs and abilities of all team members, including those with neurological differences and contribute to a positive and supportive team culture. **More on page 30**

Question 20. By valuing and embracing neurodiversity, organizations can tap into a pool of untapped talent and perspectives, fostering innovation and creativity. This can result in the development of unique and groundbreaking ideas that can propel the publishing sector forward. **More on page 34**

Question 21. By implementing strategies, we can create an inclusive and productive work environment for all employees. It's an ongoing journey, but with patience, understanding, and the right tools, we can make significant strides towards inclusion and diversity in the workplace. **More on page 36**