



# Dennie Declercq

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- Microsoft MVP
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- #DreamingIsBelieving





# Autism is not

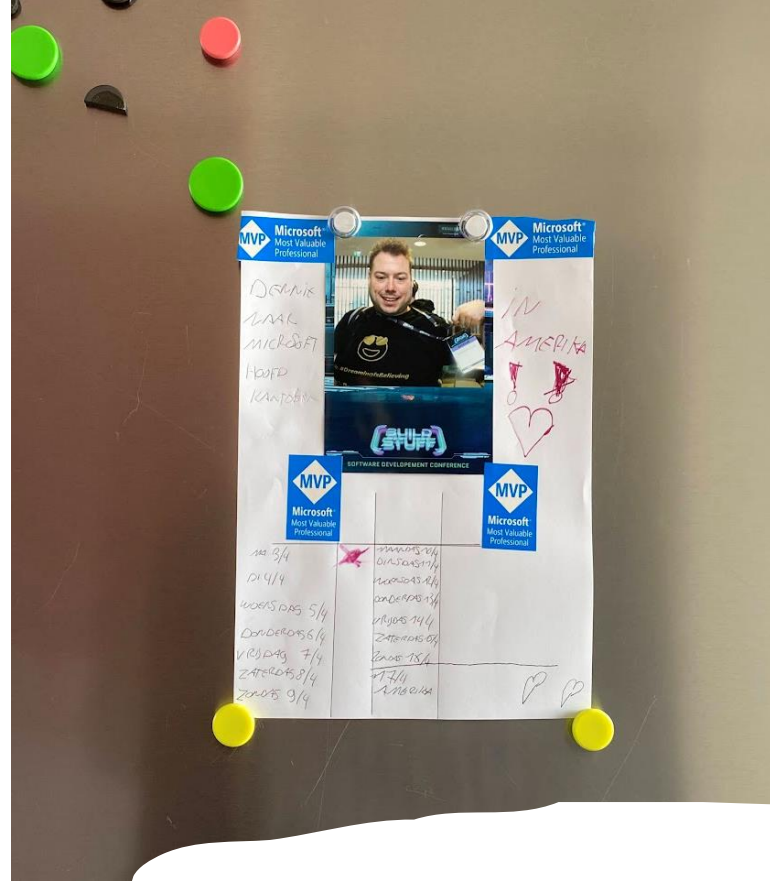
Being Lazy

Unwillingness

An imaginative new disorder

Acting with bad intent





Autism is...



# Context-Blindness

- The CONTEXT of



- No Context:
  - Freeze
  - Stress
  - Unexpected Functioning



# Different Stimuli-Response System

- Our Stimuli-Response System:
  - our Energy Balance



- Disbalance:
  - More stress
  - More Anxiety
  - More difficult to communicate about this...





# Special Interests

- About hobbies, Fanatism & Passion
  - And specialization



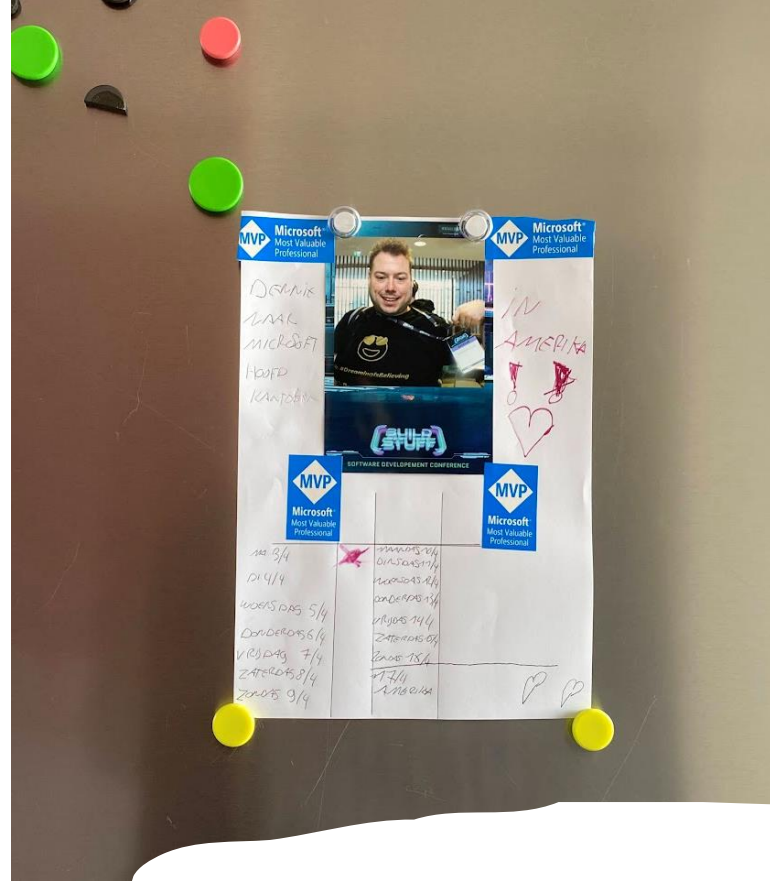
- If possible:
  - Superpower!
  - Deep-dive knowledge
  - Out-of-the box thinking











The Ideal Leader...



# Provides Context

- Explains the situation
- Understand that:
  - “The obvious might me not so obvious”
- Is mindful of deadlines
- Asks reformulation



# Is mindful of stimuli

- Interviews employer what they need for workplace.
- Allows headphones, hats,...
- Is mindful of expectations about big-crowd meetings





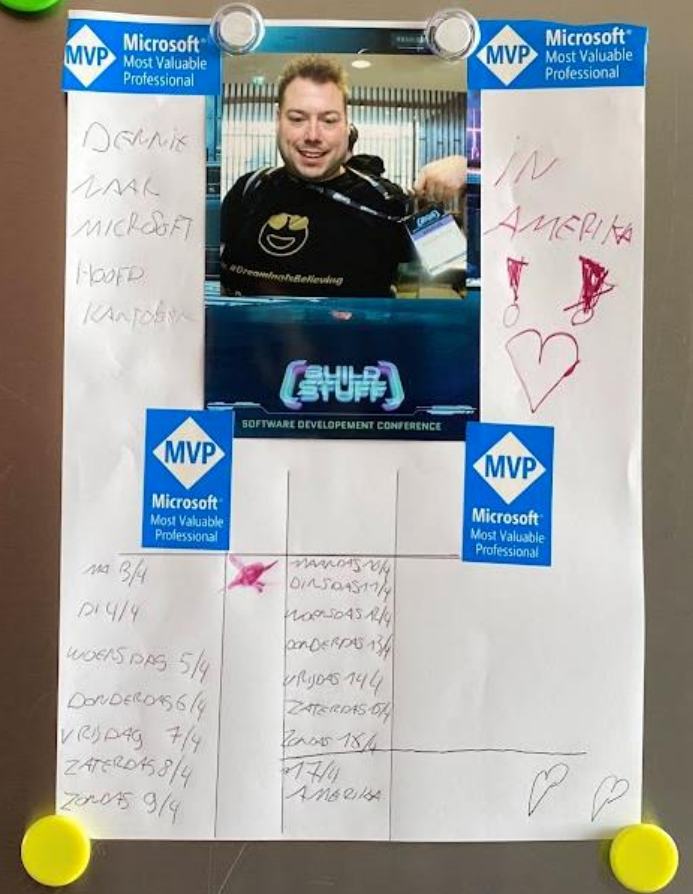
# Is aware of Special Interests

- Knows the special interests of employers
- Knows the talent-distribution of team
- Can challenge when needed



# Communicates

- Clear and to the point
- With empathy and adjusted to the employer
- Uses multiple ways (ex. written & spoken)
- Ask for short recaps for important topics





# Thank you!

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