

**INFORMATION SHEET**

**Testing adaptations to job interview questions for autistic adults**

This study is looking at how job interview questions can be adapted to support autistic adults. We are also examining this in non-autistic adults as a comparison.

The project is being led by Dr Katie Maras and Dr Jade Norris at the Department of Psychology at the University of Bath, in collaboration with Dr Laura Crane and Dr Anna Remington at University College London.

Dr Norris is leading the day to day running of the research. If you would like to discuss any aspect of the research, you can contact Dr Norris by email, [j.norris@bath.ac.uk](mailto:j.norris@bath.ac.uk) or by phone on xxxxx xxx xxx. We would really appreciate your participation, because the outcomes of our study will help us understand more about how questions in job interviews can be adapted to support autistic adults, with important implications for real-life job interviews.

Despite possessing valuable skill sets, social communication differences mean that autistic adults are frequently at a significant disadvantage in employment interviews. Most previous research focuses on how the autistic individual can change their behaviours during interviews. However, effective two-way communication is likely to be insufficient unless the interviewer also adapts *their* approach.

If you decide to take part in the study, you will be asked to participate in a mock job interview, answering the questions as you would in a real-life job interview. In addition, you will be asked to take part in some other tasks (e.g., measures of visual processing) and answer some questions about yourself (e.g., demographic information such as your date of birth, alongside questions about your likes and dislikes, personality, etc). The study is likely to take 1-2 hours in total. We can have plenty of breaks, and you will receive £8 per hour for participation. We can reimburse reasonable travel expenses (please ask if you’re unsure about travel).

**To take part in this study you must:**

* have a formal diagnosis of Autism (including but not limited to Autism Spectrum Disorder (ASD), Autism Spectrum Condition (ASC), Autism, Asperger’s Syndrome, Pervasive Developmental Disorder Not Otherwise Specified (PDDNOS), etc. Please ask if you’re unsure) and…
* be aged 18-60, and…
* speak English as a first language OR fluently, and…
* have normal vision, or vision that is corrected-to-normal by visual aids such as glasses, contact lenses, laser eye surgery, etc. Due to the nature of the study, **you cannot take part if you are colour blind** (If you’re unsure, please do contact us to seek clarification)

Nobody except the project team will be allowed to see your individual files, and in the study you will be known only by a number. The information you provide is therefore completely confidential, and personal data is held separately to the anonymised study data. You will not be identified in any publication from this study.

How is my data being used, and why is it useful?

We take a range of measures during the study so that we can reliably compare typical and autistic adults’ performances. In order to adhere to our research ethics, we cannot provide individual feedback on performance on any of the tasks. However, we wish to emphasise how important your participation is: your data will contribute to the overall data for your group (typical or autistic), allowing us to compare how autistic and typical adults respond in the study. We will then be able to draw conclusions about which adaptations may be effective to support autistic adults in important interview contexts, such as job interviews. At a later stage in the project, professionals involved in interviews for employment will utilise these adaptations. Without your contribution as a research participant, reaching these important conclusions that will affect crucial interviewing procedures would not be possible. Thank you for taking part.

If you think you may be autistic but do **not** have a formal diagnosis, please read the information on page 3.

You do not have to take part in this study if you don’t want to. If you decide to take part you may withdraw at any time without having to give a reason and without penalty.

This study has been reviewed and approved by the Social Sciences Research Ethics Committee (SSREC) at the University of Bath.

**If you are interested in hearing more about this study, please contact Dr Jade Norris on:**

[j.norris@bath.ac.uk](mailto:j.norris@bath.ac.uk)

What if I think I’m autistic but don’t have a formal diagnosis?

For this particular study we are looking for typical adults for our typical (control) group, as well as adults with a formal diagnosis of autism for the autistic group. The study would unfortunately therefore not be suitable if you or others suspect you may be autistic, but you don’t have a formal diagnosis.

We cannot currently provide a diagnostic service at the Centre for Applied Autism Research (CAAR), or as a part of this study. If you think you may be autistic and would like to seek a diagnosis, you should discuss this with your GP. There is also some helpful information on the Bristol Adult Autism Services webpage here: [www.awp.nhs.uk/services/specialist/autism-spectrum](http://www.awp.nhs.uk/services/specialist/autism-spectrum)