

Questions you can ask an employer

A guide for Autistic jobseekers

Asking questions during recruitment helps you understand whether an organisation is the right fit - and whether their inclusion commitments are genuine. You don't have to wait to be invited. These questions are reasonable to ask at any stage.

About the role...

- What does a typical day or week in this role look like?
- How will my work be assessed and reviewed?
- What does success look like in this role - and how is that measured?
- What are the specific deadlines or timeframes I'd be working to?
- What parts of the role are fixed, and what's flexible?

About the recruitment process...

- Can you walk me through each stage of the process - the format, who will be there, and how long each stage takes?
- Will interview questions be provided in advance?
- What will be assessed at each stage - and what won't be assessed?
- If I need adjustments to the process, who do I contact and how does that work?
- When will I hear back, and how will I be contacted?

About flexibility...

- What flexible work options are available for this role - hours, location, work patterns?
- What does a flexible arrangement actually look like in practice for someone in this team?
- Are start and finish times flexible, or is there a set schedule?

About inclusion and support...

- What workplace adjustments are available?
- Does the organisation have a neurodiversity or inclusion policy?
- Are there neurodiversity initiatives or employee resource groups I could be part of?
- How does the organisation support neurodivergent employees?

About the workplace...

- Can you describe the physical environment - for example, whether it's open-plan, the noise levels, and the lighting?
- How does the team typically collaborate - and what are the social expectations of the role?
- How are meetings run, and are there different ways to contribute?
- What communication channels does the team use, and for what purposes?

About culture and accountability...

- How does the organisation demonstrate its inclusion commitments in practice?
- Has the organisation shared data or progress on inclusion goals?
- What feedback mechanisms exist for employees to contribute to inclusion improvements?

A note on using these questions...

You don't need to ask all of these. Pick the ones that matter most to you.

There are no wrong answers, but how an employer responds will tell you a lot about whether they are the right fit for you.