



Would you hire this man?

While it is only speculation that Albert Einstein had an autism spectrum disorder, he displayed many of the characteristics:

- He had communication difficulties. As a child, Einstein seldom spoke. When he did, he spoke very slowly — trying out entire sentences in his head until he got them right. He repeated sentences obsessively until he was seven years old.
- He was a loner who had difficulty in social relationships, with casual conversation, and with responding appropriately to others.
- He was obsessed with a limited range of complex intellectual topics.
- When he graduated from ETH, academic positions were found for all graduates, with the exception of Einstein, who was written off as virtually unemployable.



He was odd. People perceived him to be different — eccentric.

Yet, he was a focused and highly productive employee. Before his famed physics work, Einstein worked in a patent office. About this job he remarked,

“I was able to do a full day’s work in only two-three hours.”

Autism Spectrum Disorders (ASD)

— **a recent diagnosis, a growing population:** Autism Spectrum Disorders, which includes Asperger’s Syndrome, were first identified in the 1940s; but diagnoses of this full range of developmental disorders were not officially recognized until 1994. Born in 1879, there is no definitive answer on Einstein’s diagnosis. But many of his behaviors were characteristic of a condition now identified as Asperger’s Syndrome. **ASD affects a growing population. Persistently overlooked and under-employed, people with ASD are a hidden talent pool offering great possibilities.**

Benefits of hiring adults with Autism Spectrum Disorders:

Gain reliable, hard working, and uniquely talented employees who

- are attentive to detail and maintain an exceptionally high level of accuracy
- perform well on complex, repetitive tasks
- easily memorize voluminous detailed facts, figures, categories, and systems
- can develop highly advanced technical skills
- are straightforward and scrupulously honest, exceptionally loyal, unconcerned with office politics, and generally prefer work to chatting by the water cooler.

$E=mc^2$ Employment = momentum x community collaboration
a “Diversity’s Missing Piece” effort of the Autism Society of McLean County

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