

# FASD & EMPLOYMENT SUCCESS

Research shows success is built on the right fit, understanding, and supportive relationships that remove barriers.

## FACTORS ASSOCIATED WITH EMPLOYMENT SUCCESS

1



### WORK DESIGN THAT FITS

- Flexible or reduced hours
- Predictable schedule
- Repetition and routine
- Clear expectations

2



### MANAGEMENT STYLE MATTERS

- Understanding
- Flexibility
- Concrete communication
- Strength-based approach

3



### SUPPORTIVE RELATIONSHIPS

- Trust and connection
- Home and workplace support
- Encouragement
- Help seeking and problem-solving

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### DISCLOSURE CAN HELP

- Builds understanding
- Encourages flexibility
- Improves communication
- Personal choice

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### PRACTICAL SUPPORTS

- Paperwork assistance
- Transportation and scheduling
- Organization and planning
- Benefits navigation

## INVISIBLE SUPPORTS THAT MAKE A DIFFERENCE

These everyday supports are often unseen, but they help people stay on track and keep moving forward at work.



### CALENDAR REMINDERS

Help with remembering appointments, shifts, and deadlines.



### HELP INTERPRETING EXPECTATIONS

Support understanding instructions and what is expected.



### EARLY PROBLEM-SOLVING

Catching small challenges early prevents bigger problems.



### TRANSPORTATION PLANNING

Reliable rides and route planning reduce stress and barriers.



### ENCOURAGEMENT AND GUIDANCE

A kind word and steady support build confidence and motivation.

Often unseen, these supports help success continue over time.



WITH THE RIGHT SUPPORTS, SUCCESS HAPPENS.

## THE RESULTS: MORE THAN KEEPING A JOB



### INCREASED AUTONOMY

Through remuneration, earning an income builds independence and choice.



### HIGHER SELF-ESTEEM

Success at work builds confidence and self-worth.



### STRONGER SOCIAL CONNECTIONS

Work creates relationships and a sense of belonging.



### BECOMING FASD ADVOCATES

Many become advocates, using their voice and experience to help others.



### GREATER OVERALL WELL-BEING

Work contributes to purpose, stability, and quality of life.



This infographic is based on a small study of adults with FASD who had successful employment histories. While the study was small, the findings reflect what many individuals with FASD and their families have long understood: success is often built on the right fit, understanding, and ongoing support.

Adapted from Kapasi, D. et al. (2019). *Employment Success in Adults with Fetal Alcohol Spectrum Disorder*. *Journal of Vocational Rehabilitation*, 51(3), 359–372. doi:10.3233/JVR-191053