

Mathew – Speaking up about your rights, your needs or a problem at work.

- Mathew:** Hello, my name is Mathew.
I'm a 31-year-old male from the Brisbane area. I used to work for government organisations in the past.
My experience is just relating to speaking up about your rights, your needs, or the problem at work.
- Mathew:** During my experience with the government organisation in the past, is related to social cues and the communication challenges I faced because I have autism and a neurodiverse background with hearing loss.
- Mathew:** So in the first few weeks in the role, I was struggling to mingle, engage with my employer and team members of the same team I work with because the communication deficit between myself and the other people in the team.
And also the sensory environment, is really noisy because the open plan office, was impacting my ability to do my work roles and tasks at the same time as the communication barriers, which is really, was difficult.
So, and this also the relationship you build with your team member this also had been impacted as well.
Because they had no understanding about my disability and also have no awareness of, my communication style that might find a middle ground with them.
- Mathew:** So it was really challenging and what got me to help, to understand that more about autism or neurodiversity.
That's what causing the impact, on my lived experience from working with them as a team, is to understand what are my barriers are and what are the challenges as well.
- Mathew:** And also, that helped me to learn more about them so I can understand more about myself.
And that's becoming more, authentic and then it will help other people to, to be more active listening.
So that's what I have learned to see how the environment and the other employees in the team who actually in the same environment see the deficits.
So, I open up and helping to learn about what are my challenges and what the process is, and it's really, really important.
- Mathew:** I think also a very important tip is yourself, is to open up yourself, not to be aggressive, is trying to be more direct. And show what is the communication style works for you. And then at the same time,

especially in a sensory, challenging environment, and that would make it a better experience for you.
So thank you.