



Providing continuous support

In the scene, we observe a meeting, led by Diago, the employer. Alex, an Autistic employee, is gently “stimming,” manipulating a sensory object, while Mylène, an allistic employee, is standing at the back of the room. Two people are participating in the meeting remotely: one has turned off the camera; the other’s camera is on.

Alex is in the process of expressing a complex idea, taking the time to explain in depth a problem encountered in compensation management. Mylène seems to have lost focus, her attention drifting away from Alex’s words, unable to understand the idea as it was explained.

As for the implementation of the new accounting application... [“infodumping”]

Thank you, Alex. To be sure that we understand you, what would be the key idea that you would like us to remember?



“Stimming” refers to repetitive movements of self-stimulation and self-regulation, such as wiggling one’s legs, fiddling with one’s hair, rocking, wiggling one’s fingers.

“Infodumping” refers to a dumping of information which takes the form of an extremely detailed exposé, done in one go, on a subject of interest. This form of expression is common for autistic people and autistic communities.

It is possible and legitimate that the needs of one person might be hard to reconcile with those of another, as is the case between the need to express an idea in detail and depth to be sure to explain it well versus the need to have access to direct and targeted information to understand it well. When this is the case, what is important is to find a middle ground. Here, thanks to the mediation of Diago, Alex can express their ideas in a way that is natural for them, and Mylène can understand the key idea that Alex wants to communicate.