

AUTIE TALK

SUPPORT FOR AUTISTIC ADULTS AND ALLIED HEALTH PROFESSIONALS

WITH FOUNDER
OF AUTIE TALK

AND

WORK AND LIFE
STRATEGY
COACH

*Kory
Sherland*



TIPS FOR SUPPORTING YOUR

SENSORY NEEDS



BUY
CLOTHES
WITHOUT TAGS

ASK YOUR
SHOPPING
CENTRE IF THEY
DO A QUIET
HOUR

CARRY
HEADPHONES
AND/OR
EARPLUGS

SURROUND
YOURSELF
WITH SUPPORTIVE
PEOPLE WHENEVER
POSSIBLE

TAKE TIME OUT
FROM
SOCIALISING
WHEN YOU
NEED IT

FOLLOW @AUTIETALK
ON
INSTA AND FB

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late-identified Autistic adult

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What do you do when you can't find a support magazine for Autistic adults and you're an Autistic adult who loves creating magazines? You go ahead and create one!

This has been so much fun and an inspirational process. I'm passionate about supporting Autistic adults through my coaching work and indirectly through training allied health professionals and other service providers so they feel supported and can provide excellent support to Autistic adults.

We have a long way to go until there is sufficient and properly trained service providers in all ways and all over Australia for Autistic adults, but we have to start somewhere so...here we are, making a start.

In this first issue, we talk about the benefits of peer mentoring and getting support as a late-identified Autistic adult.

We interviewed an Autie Talk client Annie Crowe about their work and business.

There's also information about our programs for allied health professionals and other service providers.

To your success!

Founder of Autie Talk, a coaching and consulting service for Autistic adults and their service providers.

**Welcome to
Autie Talk
magazine, an
Australian made
magazine
created to support
Autistic adults and
their service
providers.**

*Photos of Kory by Louise Williams

GETTING SUPPORT AS A LATE-IDENTIFIED AUTISTIC ADULT

Kory Sheerland

Finding the right support as a late-identified (also known as late-diagnosed) Autistic adult can be complex. Growing up feeling different, experiencing communication differences and social struggles and later finding out the reasons behind it, is a lot to process.

The next step after going through the assessment process, is figuring out how to get the right supports in place to move forward to the next phase of life. This process is unique to each individual.

I went through my assessment at the age of 35. Following that, I went through a gradual process of acceptance, understanding myself and what was best for me in terms of socialising, employment and daily activities. It's been a journey and it continues to be a learning curve of unmasking and discovering my true self.

My passion is assisting others who have lived some portion of their lives without support and are now seeking assistance with social support, better daily activity management and/or assistance with their career plans or starting and running their own business.

Every client has different needs, even if their goals are similar. When supporting Autistic adults, solutions to problems **must** be tailor-made to suit the client. Each client will process information differently, have their own communication style, interests and executive functioning methods, which will go towards informing solutions and this must be done in partnership with the client. This point alone is why Autie Talk mentoring is becoming increasingly sought after, because I take the time to get to know each client, listen to their preferences and goals and implement with them solutions and hacks that are custom-designed for them.



My advice to Autistic adults reading this article is to write down a list of qualities and requirements you are seeking in support staff, whether that is allied health professionals, support workers or mentors and communicate that list to your support co-ordinators and others who may be assisting you in finding your support team.

As Autie Talk expands its services to include group programs, more capacity for one-on-one mentoring and trains more allied health professionals and support staff in neuro-affirming practices, it is my aim to support more and more late-identified Autistic adults so they can thrive in work and life.

If you're an Autistic adult seeking support, please contact me at kory@autietalk.net so we can explore if my mentoring and coaching services are the right fit for you.

WORK AND LIFE HACKS FOR AUTISTIC ADULTS

At Autie Talk, we are all about finding solutions to life's challenges so the obstacles along your path reduce and you become one step closer to achieving your goals.

The following are some of the strategies that have worked for our clients and for us, as Autistic adults, navigating life and work.

Keep in mind that mentoring and coaching at Autie Talk is a 100% individualised process, with your preferences, interests, abilities, learning style, personality and other aspects of you, at the forefront of the program we develop with you.

It is very important that those supporting you, really get to know you well and understand that Autistic and neurodivergent people cannot be supported by using generic methods and modalities.

We use our lived experience as Autistic individuals and our history of unsatisfactory (that's being polite!) supports, to drive and inform our work.

Here are a few hacks you can explore, if they suit you:

FRIENDSHIP

Apps like 'Hiki' and 'The Cliq Connection' can work for some people to connect and make new friends. Meetup.com groups can also be helpful. I recently joined an Autistic-led meetup group in Brisbane that has both online and in-person meetups. Love that they provide both options.

DAILY ACTIVITY PLANNING

Everyone says, "Use a calendar, to organise yourself."

Sometimes, this is easy said than done.

We are all individuals with our own learning styles and cognitive and neurological setups that will inform what works for us.

Sometimes the best way is through trying out different calendars and diaries, online and on paper, to see what we gel with.

Using a reminder system to get tasks done like an alarm on our phone, can be helpful for some people.

CAREER AND WORK

We are super passionate about career coaching at Autie Talk because securing meaningful employment can be a challenge for Autistic adults and we want to assist in making it an easier and more enjoyable process. If you're starting your working life or seeking a change, you can start out by writing a list of your interests and see how these may match with a job role/career path and also write a list of what you may need in an employment setting, such as a quiet space and supportive co-workers.

If you're an Autistic adult seeking support, please contact me at kory@autietalk.net so we can explore if my mentoring and coaching services are the right fit for you.



4 REASONS PEER MENTORING IS AWESOME!



01

A peer mentor is a resourceful person you can discuss a problem with and brainstorm with to come up with solutions.

02

You can ask your mentor questions about all sorts of things including finishing high school, going to university or other tertiary study, working and information about many other big life transitions and milestones.

03

Peer mentoring provides the opportunity to practice and refine social skills with someone who understands social communication challenges. Autistic peer-to-peer communication can be a great experience because of how much easier it usually is, therefore increasing confidence around communicating with others.

04

Your mentor will likely have some of the same or similar life experiences and challenges as you do, so they know first-hand what has worked well as solutions, which might also work for you too. A great mentor will share this information while also assisting you with finding other solutions that might work better for your individual situation.

AUTISTIC EMPOWERMENT

Annie Crowe



"My purpose is to help Autistic ADHDers understand and communicate their unique neurodivergent experience in order to advocate for access to the support and services they need to thrive in a neurotypical world. It took me years of seeking medical and psychological support before I discovered I was neurodivergent.

After learning everything I could (as many of us do) about autism and ADHD, I got to work adapting my life to affirm my neurodivergence instead of fighting it or masking it at every turn. It's been the most liberating journey and I just want to share it with my neurokin, hence the birth of Autistic Empowerment."
~ Annie Crowe

BIO:

Annie Crowe (she/her) is a proud disabled Autistic ADHD lawyer and NEUROACCESSIBILITY expert. After a decade working for the Australian Public Service as a lawyer and senior policy advisor, she now devotes all her energy to helping neurodivergent people build neuroaccessible lives.

With a background in human rights law, Annie takes her legal skills and knowledge to advocate for the human rights model of disability, which is based on concept originator Dr Roberta Francis' definition to use disability rights to dismantle inaccessible systems and build newer and fairer ones for all.

Annie's primary focus is supporting Autistic people to self-advocate for their accessibility rights through 1-on-1 ND coaching and her flagship course AUTISTIC EMPOWERMENT. She also trains professionals and organisations how to become accessible for neurodivergent people.

Annie is currently writing a book to share everything she has learnt, both personally and in her advocacy journey, in the hope of building a more neuroaccessible world.

She also hosts the PRINCESS AND THE PEA PODCAST, and talks to incredible neurodivergent humans (and the occasional neurotypical) about their experience and thoughts on neuroaccessible employment, healthcare, education, parenthood and more, all from a neurospicy lens. Annie is quickly becoming a leading voice globally on neurodiversity and disability inclusion and was recently listed as one of the TOP 50 GLOBAL NEURODIVERSITY EVANGELISTS 2023.

Connect with Annie:

Email: annie@anniecrowe.com

Website: anniecrowe.com.au

Instagram: [@_AnnieCrowe](https://www.instagram.com/_AnnieCrowe)

[@PrincessAndThePeaPodcast](https://www.instagram.com/PrincessAndThePeaPodcast)

[@MooseAndFreckles](https://www.instagram.com/MooseAndFreckles)



HOW DOES PEER MENTORING WITH AUTIE TALK WORK?

Kory Sherland conducts mentoring and coaching over Zoom and phone (according to the client's choice) with Autistic adults and others upon application. Sessions are informed by a personalised program co-created with the client according to their NDIS and other relevant goals.

We are able to assist NDIS plan-managed and self-managed participants and privately funded clients. As a first step, we can have a meet and greet session (no charge) so Kory can get to know you and your goals and ensure she is the right mentor for you.



F A Q S

Q: Can you create a Service Agreement?

A: Yes, absolutely.

Q: Can my support co-ordinator/parent/support worker call you to get more information?

A: Yes, call us on 0430 966 222.

Q: Can my parent/guardian/support worker attend the sessions with me?

A: Yes, you're welcome to have a support person in attendance with you during sessions. We also run sessions for parents in addition to client sessions, upon request.

Q: Do you provide other coaching and mentoring not mentioned here?

A: Yes we do. During your free 'Meet and Greet' session, we can talk about what you're looking for and we will let you know if we are the right service for you.



WORK AND LIFE STRATEGY COACHING FOR AUTISTIC ADULTS

Whether it's social support you're looking for or brainstorming sessions to overcome challenges, Autie Talk peer mentoring is a premium support service available to Autistic adults over Zoom or phone.

Autie Talk peer mentoring offers the following options:

- Goal setting
- Building confidence and a strong positive mindset
- Planning and pacing yourself (for example, burnout prevention and maintaining wellbeing)
- Building resilience and determination
- Creating routines that work for your personal and professional success
- Successful management of sensory problems
- Navigating your pre- and post-autism diagnosis/identification journey
- Balancing social time and alone time
- Making and keeping friends
- Getting the most out of your NDIS plan
- Micro-business mentoring
- Career guidance
- Thriving in the workplace environment
- Author coaching, for aspiring authors. Publish your story with ease and power!

EFFECTIVE, PROFESSIONAL PRACTICE: WORKING WITH AUTISTIC ADULTS

At Autie Talk we are on a mission to train service providers to be more effective at working with Autistic adults.

Focusing on developing a neuro-affirming practice, a practice where Autistic individuals feel comfortable, welcome and included, creates the conditions and environment for them to receive the support they need to thrive in life.

An Autistic adult may have been diagnosed in adulthood and have thus experienced many years of a lack of appropriate and effective supports. It is crucial that when they finally receive their diagnosis and NDIS funding, that they are able to access supports that work for them.

Here are some quick tips for creating a neuro-affirming practice:

- Treat your new client as an individual. Assume nothing. Get to know their strengths and challenges and work from that basis.
- Language counts. Find out your client's preference and make a note of it in their file. Whether they want to be referred to as an Autistic person or a Person with Autism, find this out at the start of your work with them. Most adults surveyed prefer Autistic person.
- Realise that you may be the first support provider they have ever met. This means they may be arriving at your office with little to no background of support in their life and a history of medical gaslighting. We go into this topic in a lot more detail in our programs for service providers.
- Conduct an environmental audit to ensure your offices or treatment rooms are sensory friendly and intentionally set up to be a comfortable space for Autistic individuals to see you in. Ask them for feedback and/or adjustments they may need. Be proactive with this in a way that doesn't cause further overwhelm. We go into detail about this process in our training programs. We can also come to you and do an environmental audit and write a report of recommendations for your business premises.
- Treat the whole person. Clients will come to you with co-occurring conditions, undiagnosed conditions and possibly trauma. It's important to see the big picture so you can provide the best support for the individual.

Creating a neuro-affirming practice certainly will set you apart from the many providers across Australia who have not recognised the importance of doing so.

Thank you for reading this Autistic-led magazine and for your interest in working with Autistic adults in an effective and genuinely supportive way. We look forward to getting to know you and your business and seeing how we can support you to support Autistic adults.



Consulting and training on creating neuro-affirming practice
for allied health professionals and other service providers

SUPPORTING

YOUR BUSINESS SUCCESS

AUTIE TALK

Training professionals to work collaboratively with Autistic adults

Welcome to Autie Talk.

By engaging an Autistic consultant from Autie Talk you'll experience individualised support so you can become more confident and effective at supporting Autistic individuals.

Deepen your knowledge about autism with an Autistic consultant with both lived experience and experience working with Autistic individuals as a coach and mentor.

Experience the Autie Talk difference and take your work with Autistic clients and/or employees to a whole new level.

If you work with Autistic individuals and want to learn more about how to better support them, we are here to provide solutions and to support you.

Whether you want to have one session to go over some fundamentals and ask questions or you want a comprehensive training package for your staff, reach out to us and we will create a solution that works for you.

We provide training and support to corporate Australia and service providers, including:

- Support coordinators
- Disability Support Workers
- Occupational Therapists
- Physiotherapists
- Social Workers
- Speech Pathologists
- Medical doctors and nurses
- Medical support staff



www.autietalk.net

PROFESSIONAL DEVELOPMENT DONE DIFFERENTLY

Be a leader in your profession with a stand-out neuro-affirming and Autistic friendly practice. Learn from an Autistic trainer for more effective results.

- Autistic adults are crying out for professionals who get them.
- Professionals who understand what they need and how to deliver appropriate support to them.
- Join an online class with Autie Talk to learn, ask questions and network with like-minded professionals.

WHAT'S INCLUDED

Autie Talk professional development classes are engaging, innovative and practical. Your package includes:

- Access to a live class on Zoom (1.5 hours)
- Workbook and audio recordings with the key points, delivered to your email before your class.
- A certificate of attendance for all who attend the live class, for Continuing Professional Development (CPD) purposes.
- An opportunity to ask questions during your class and learn from other participant's questions.

Email kory@autietalk.net for the next intake dates





Our mission and vision

01

Mission

To empower and support neurodivergent individuals to achieve their goals.

To empower service providers and places of work to be inclusive and advocate for belonging, through an innovative approach to learning and achieving goals.

Vision

02

To be a driving force in providing innovative support to neurodivergent individuals, their service providers and workplaces, to create a society where everyone feels a sense of belonging and empowerment in their lives.

03

Why we do what we do

Every human being on this planet right now has incredible potential. As a life and work strategy coaching service, our absolute passion is guiding our clients on where their potential lies and how they can use it to create their dream life. We have the opportunity on Earth to create an abundant, joyful existence, where everyone is valued and belongs. Using our skills, knowledge and lived experiences and inspirational, growth mindset, we empower our clients to go from strength to strength.

Your goals and willingness to explore your potential combined with our know-how creates an unstoppable synergy that propels you forward towards your goals and expands your mind towards infinity.

Want infinite possibilities? Think Autie Talk.



TIP OF THE DAY

for allied health professionals

For professional
development on the topic
of autism, seek out
programs developed by
Autistic people.

For more tips and support follow us
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on Insta and FB



AUTIE
TALK

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