

SUPPORTING EMPLOYMENT

Strengths of people with FASD

Like everyone, people with FASD will flourish when their individual strengths are recognised and appreciated.

Each person with FASD has their own set of unique strengths and untapped potential and should not be defined by their limitations.



Common strengths of people with FASD include but are not limited to:

- Engaging communication.
- Creative and artistic skills, including music.
- Visual and spatial skills.
- Athleticism.
- Practically minded.
- Strong, hands-on learners.
- Strong teamwork skills such as helpfulness, willingness to learn, adaptability, sense of commitment and loyalty.
- Positive personality attributes such as friendliness, positive attitude to work, resilience, persistence.
- Good ability to work in care and support roles.

It's important to be aware of a person's limitations or disabilities so that solutions and accommodations can be provided. It's also important to appreciate what the person is good at, and make the most of these talents and abilities in the workplace.

People with FASD are likely to have a number of talents, skills and strengths which could be recognised and optimised in the workplace.

They may need help to identify their hidden talents or abilities and applying these skills to the workplace.

As an employer, look for opportunities as to how you can empower the employee with FASD to develop their talents – for example sending them on a course or to a seminar that builds on existing skills, or pairing them up with a team member who is not good at something the employee with FASD is good at.