

Case study

Thomas' Story

Test Analyst, Capgemini

My name is Thomas and I joined Capgemini as a Test Analyst in September 2016. I have Asperger syndrome, a condition on the Autistic spectrum.

I wanted to be open about my difficulties, so I asked that all my immediate colleagues were informed about my disability when I started. They are aware that I do things differently to most people; I generally keep myself to myself unless I need to discuss work, as conversation is quite difficult for me. However, they also respect me as a capable tester. I needn't have worried that anyone would react negatively towards me.

It is a challenge going from school or college to full time work, and at times I have found it tiring. Helpfully, a few adjustments have been made to support me in the workplace. Before starting I was given an opportunity to visit the office, which helped me get used to the surroundings. All new employees are assigned a buddy – this person sat nearby and I could ask her if I was unsure of anything.

To manage my anxiety, I have always been allowed to take 5 or 10 minute breaks and go for a walk if things get too much. In return for these small adjustments, Capgemini has a loyal and hardworking employee, with a great eye for detail. Being detail-focused is invaluable for a tester, and many Autistic people possess this trait!

A Word from Thomas' Manager:

As a Manager within Capgemini I require a diverse team to bring different perspectives, strengths and innovative ways of working and thinking which allows me to deliver a quality product to my customers, that meets their needs and their customer's needs.

The current team includes, but is not limited to individuals on the Autistic Spectrum. As an employer and as a colleague I have taken time to understand where they are on the spectrum, what they need from me and what I can expect from them as individuals. It is a two way partnership which brings a great deal of reward for both parties.



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