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Broadening your talent base means setting up all people in a company for success where they can reach their full potential and grow with

just people on the spectrum,” said Erin. “People of all abilities want to make an impact and feel included at work. Fostering inclusion is good

Investing in talented people and giving them the space and confidence to be their authentic self at work is a best practice for everyone, not

environment.

Having a People Business Partner who feels comfortable helping teammates navigate the world of accommodations is also critical for

the workplace. That said, eye contact, social situations, and group conversations can be problematic. Making it ok to be socially different –

“Jack has a photographic memory, an incredible attention to detail, and a great work ethic,” said Erin. “These are all awesome qualities in

inclusive for people of all abilities. Strong people practices create a better culture for all – not just those living with ASD.

Erin believes that kindness, active listening, open communication, and structured settings can go a long way in making the workplace more

understanding and acceptance.

“A spectrum of possibility”

Autism in real life often doesn’t look the way it’s portrayed in popular culture,” said Aubrey. “This trope creates a real-life expectation that

social deficits that coexist with a redeeming academic or savant quality.

To support someone with ASD in the workplace, Aubrey suggests trying to engage them in different ways. Instead of sitting across from one

autistic person in an interview, try having a conversation where you learn more about their strengths and weaknesses. The key is to

understand how the person prefers to communicate and engage. Aubrey also suggests asking them what accommodations

they would find helpful to be more successful and comfortable at work

Aubrey describes ASD as different for everyone. Things like gender, age, level of intervention, and basic personality traits make no two

sentences mean the same thing to everyone. You can’t assume that

frequent interruptions challenging. He also said

different. So, what is important to me might not be to someone else. If you work with someone with Autism, ask them what can help them.

“Be patient,” said Christof. “There may be a need to explain and re-explain. Allow teammates the opportunity to think through a problem

and come to their own conclusions. You want them to have confidence in their decisions, and this means being patient with them.

Christof Jacques, Senior Solutions Engineer, supports sales teams in Belgium and Luxembourg by creating meaningful experiences and

understanding of the challenges of living with ASD. For example, Jack

has 30+ hours of intervention for the better part of his childhood. He started talking again at five years old and hasn’t stopped since.

Jack was mainstreamed in middle school and graduated from high school last year. However, the road to success was anything but smooth.

Jack had 30+ hours of intervention for the better part of his childhood. He started talking again at five years old and hasn’t stopped since.

When Jack was first diagnosed with Autism Spectrum Disorder (ASD), it was tough for both his parents Erin and Tim to understand what

the future held. Erin describes the years that followed as an uphill race against time. The team of therapists sent by the state of New Jersey described

hard floors. I took him to Children’s Hospital of Philadelphia and waited a few weeks for doctors to tell me what I already knew. Jack had

a spectrum of possibility.

SentinelOne is dedicated to the continuous growth of its inclusive workplace culture and is proud to provide a space where all

 contracting, contractors, and interns.

April 2, 2023

Celebrates World Autism Month

A Spectrum of Possibility | SentinelOne World Autism Month