

Table 2
Papers identified in the systematic review investigating the autism advantage.

Authors	Design	Sample [ASD] (N, age, gender, IQ)	Diagnosis	RRB Measure(s)	Study description	RRBs and employment related outcomes	Comments/interpretation
Krieger et al. (2012)	Qualitative	N = 6 Male = 4 Age (Range = 30 – 45, M = 36.83 SD = 6.55) IQ not reported	AS	None	Narrative analysis – thematic and semi- structured interview.	Only individuals employed in last 18 months approached, to find contextual reasons for their employment “success”.	This study provided some information that linking special interest to career leads to success, though no real information on how it matches, or the nature of the special interests. It also suggests that individuals with Asperger's reported finding comfort in their special interest during challenging times, though not if these challenges takeaway from interest.
Scott et al. (2017)	Quantitative	ASD = 59 “Matched sample” non-ASD = 96 Gender, Age & IQ not reported	Employer reported employees who had Dx of AS or HFA	1 item- attention to detail	Employer survey	Attention to detail, flexibility, timely completion of work, work ethic, productivity, quality of work	Individuals with ASD demonstrated above standard workplace performance, compared to NT controls in attention to detail. More below standard for flexibility.
Gonzalez et al. (2013)	Quantitative	ASD = 13 and matched control Male = 13 Age = (M = 27.6, SD = 8.59). FSIQ = (M = 109.8, SD = 14.5; WASI)	ASD- Confirmed by ADI, ADOS, Clinician opinion.	Performance on visual search task – luggage search: Hit rate (target present) and correct rejection rate (target absent) – across two sets of 160 trials	Experimental	No difference between accuracy across both sets for hit rates, though autism group significantly slower. No difference between groups for first set of correct rejection rate, but autism group significantly improved for second set, while control groups performance reduced (ns).	This study showed no inherent advantage in visual search task, but that individuals on the autism spectrum outperformed non-autism group with practice. Evidence of sustained attention.

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Table 2 (continued)

Authors	Design	Sample [ASD] (N, age, gender, IQ)	Diagnosis	RRB Measure(s)	Study description	RRBs and employment related outcomes	Comments/interpretation
Pfeiffer et al. (2017)	Qualitative	ASD = 14 Male = 6 Age = (M = 40, SD = 13.8) IQ not reported	AS = 9, PDD-NOS = 1, HFA = 4 RAADS-R to confirm diagnosis	None	Qualitative – microanalysis, axial coding	Perceptions of performance in relation to autism traits.	Participants perceived their best performance when job matched skills and interests, performance impeded by sensory concerns, and autism symptoms (specifically routines and schedules).
Smith and Sharp (2013)	Qualitative	ASD = 9 Male = 6 Age range = (25–49, M = 33.44, SD = 7.75) IQ not reported	All HFA/AS, formal diagnosis	None	Qualitative grounded theory analyses.	Participants mostly spoke of how unusual sensory experiences affect their lives.	Participants perceived that hypersensitivity improved work performance, focus on details (mechanic), and ability to differentiate taste (chef).
Russell et al. (2019)	Qualitative	ASD = 24 Male - 17 Age range 21–65 (M = 38.50, SD = 12.88) IQ not reported 6 = employed	11 = AS, 13 = Autism Medical Records	None	Content and Thematic Analyses	Personal traits attributed to autism, their benefit in workplace, relationship and beyond.	Participants perceived that attention to detail aided at work with two examples (supermarket, gardener), but for the latter perfectionism associated with this could be problematic when there were time constraints.

Note: FSIQ = Full Scale IQ; WASI = Wechsler Abbreviated Scale of Intelligence; AS = Asperger's Syndrome; PDD-NOS = Pervasive Developmental Disorder Not Otherwise Specified; HFA = High-Functioning Autism; ADI = Autism Diagnostic Interview, ADOS = Autism Diagnostic Observation Schedule, RAADS-R = The Ritvo Autism Asperger Diagnostic Scale – Revised.