What to look for in a support worker

- Technical rather than 'caring' background (builders, electricians etc seem to be good).
- Autistic traits
- Get them to do EQSQ test (eqsq.com). Look for 'Extreme Systemisers'
- Advertise for 'Practical problem solver'
- Experience developing systems
- Experience maintaining systems
- Experience working within existing systems
- Ability to put theory into practise
- Someone very routine-oriented
- Previously self-employed – used to seeing things from customer's perspective, responsible, self-motivated
- Education – information processing skills, ability to learn, ability to grasp abstract concepts
- Analytical – break down problems and tasks into constitutive parts
- Imagination – able to see things from another person's perspective
- General life experience
- Self-awareness (ability to learn and self-monitor, less likely to take offence)
- Psychologically robust (can cope if you don't say "Well done!" every five minutes)
- Evidence of commitment and a sense of responsibility