

Supplement A1.

Intercoder Agreement for Interviews with Autistic Employees.

Category	Agreement in Codes	Disagreement in Codes	Total Codes	Percentage of Agreement
Use of Special Interests	24	0	24	100.0
Distraction	4	1	5	80.0
Aggressiveness	20	1	21	95.2
Finalizing Tasks	16	1	17	94.1
Disclosure	14	3	17	82.4
Emotional Support	8	2	10	80.0
Health-Oriented Strategies	12	1	13	92.3
Self-Harming Boundary Violation	28	3	31	90.3
Self-Initiated Workplace Amendments	16	7	23	69.6
Instrumental Support	6	0	6	100.0
Amendments in Interaction	28	0	28	100.0
Communication	44	3	47	93.6
Substance Abuse	6	2	8	75.0
Masking	38	1	39	97.4
Overthinking	8	3	11	72.7
Personal Resources	8	1	9	88.9
Order and Routines	32	2	34	94.1
Reduction of Sensory Stimulation	20	4	24	83.3
Stimming	20	1	21	95.2
Employer-initiated Workplace Amendments	20	6	26	76.9
Withdrawal	12	1	13	92.3
Total	384	43	427	89.9

Note. N = 5. Overlap refers to the amount of codes overlapping between coders for the interviews with autistic interviewees. Overlap specificity was defined at 70% overlap in the coded transcript section. Percentage of agreement refers to the total agreement between coders for the category.

Supplement A2.*Intercoder Agreement for Interviews with Experts.*

Code	Agreement in Codes	Disagreement in Codes	Total Codes	Percentage of Agreement
Use of Special Interests	14	10	24	58.3
Distraction	4	2	6	66.7
Aggressiveness	12	4	16	75.0
Finalizing Tasks	8	4	12	66.7
Disclosure	24	5	29	82.8
Emotional Support	6	5	11	54.6
Health-Oriented Strategies	6	3	9	66.7
Self-Harming Boundary Violation	14	8	22	63.6
Humor	6	3	9	66.7
Self-Initiated Workplace Amendments	14	10	24	58.3
Instrumental Support	12	1	13	92.3
Amendments in Interaction	28	6	34	82.4
Communication	38	4	42	90.5
Substance Abuse	14	3	17	82.4
Masking	16	15	31	51.6
Overthinking	18	6	24	75.0
Personal Resources	2	5	7	28.6
Order and Routines	30	7	37	81.1
Reduction of Sensory Stimulation	28	5	33	84.9
Stimming	30	5	35	85.7
Employer-initiated Workplace Amendments	32	7	39	82.1
Withdrawal	38	11	49	77.6
Total	394	129	523	75.3

Note. N = 5. Overlap refers to the amount of codes overlapping between coders for the interviews with autistic interviewees. Overlap specificity was defined at 70% overlap in the coded transcript section. Percentage of agreement refers to the total agreement between coders for the category.