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# FITTING IN, WHILE STANDING OUT

**SUPPORTING NEURODIVERSITY**

## **ND Burnout workbook**

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*(Left-aligned, small font, typically size 9–10)*

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### **DEDICATION PAGE**

To every autistic and AuDHD adult who has ever felt exhausted, misunderstood, or pushed

beyond their limits —  
this workbook is for you.

To my long-suffering friends, family, colleagues, and my husband Rick —  
thank you for the countless hours you've listened to me witter, mask, burn out, and recover,  
over and over again.

May you find safety, clarity, and a life that finally fits.

And to those who support us —  
thank you for listening, learning, and believing.

## FOREWORD

Autistic burnout is one of the most misunderstood experiences in the autistic community. For many of us, it arrives quietly at first — a little more exhaustion, a little less capacity, a growing sense that everything takes more effort than it should. Over time, it can become overwhelming, life-altering, and deeply isolating.

Yet burnout is not a personal failure.

It is not a lack of resilience.

It is not something you “should be able to push through.”

Autistic burnout is a **neurological response** to chronic overwhelm, masking, sensory strain, and unmet needs. It is a sign that your brain and body have been working far harder than anyone realises.

This workbook was created to give autistic and AuDHD adults something we have long needed:

a clear, compassionate, practical guide to understanding burnout, navigating it, and recovering in a way that honours our neurology.

Inside these pages, you will find:

- explanations that make sense
- tools that reduce cognitive load
- worksheets that help you understand your patterns
- scripts for communicating your needs
- strategies for rebuilding safety and stability
- guidance for workplaces and professionals
- a strengths-based approach to recovery

Most importantly, you will find validation.

Your experience is real.

Your needs are valid.

Your recovery matters.

This workbook is not about “fixing” you.

It is about supporting you — the real you — so you can live in alignment with your values, your energy, and your authentic self.

I hope these pages help you feel seen, understood, and empowered.

You deserve a life that fits your neurology.

**Angela Smith**

Neurodiversity-Affirming Coach

Founder, Fitting In While Standing Out

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# THE AUTISM BURNOUT WORKBOOK

*A neurodiversity-affirming guide to understanding, navigating, and recovering from autistic burnout*

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## **PART 1 — INTRODUCTION**

### **Welcome**

Autistic burnout is real, valid, and deeply misunderstood.

It is not a lack of resilience.

It is not something you can “push through.”

It is not a personal failure.

Autistic burnout is a **neurological response** to long-term overwhelm, masking, sensory strain, and unmet needs. It affects your energy, your thinking, your emotions, your body, and your ability to function.

This workbook is here to help you:

- understand what autistic burnout actually is
- recognise your own burnout patterns
- rebuild safety and stability
- restore your energy and capacity
- navigate work, relationships, and daily life with more clarity
- create a life that fits your neurology

You deserve support that honours who you are.

## What Is Autistic Burnout?

Autistic burnout is a state of profound exhaustion that affects your physical, emotional, and cognitive capacity. It often appears after long periods of masking, sensory overload, chronic stress, or pushing yourself beyond your natural limits.

Key characteristics

- Deep, persistent fatigue
- Reduced ability to function
- Increased sensory sensitivity
- Difficulty with executive functioning
- Emotional overwhelm or shutdown
- Loss of skills or coping strategies
- Withdrawal from social or daily activities

Burnout is not laziness.

It is not a lack of effort.

It is a neurological response to chronic overload.

## Who This Workbook Is For

This workbook is designed for:

- autistic adults
- late-identified autistic people
- AuDHD adults
- autistic professionals
- autistic parents
- autistic people navigating work, education, or life transitions
- anyone experiencing autistic burnout or wanting to prevent it

It is also helpful for:

- therapists
- coaches
- HR professionals
- managers
- educators
- support workers

...who want to better understand autistic burnout and support autistic people effectively.

## How to Use This Workbook

This workbook is **hybrid** in structure.

You can follow it from start to finish *or* jump to the sections you need most.

To get the most out of it:

1. Move at your own pace
2. Use the exercises that resonate
3. Take breaks often
4. Use the scripts and templates
5. Return to sections as needed
6. Adapt everything to your neurology

**Accessibility Notes** — This workbook is designed with autistic accessibility in mind:

- short paragraphs
- generous spacing
- clear headings
- predictable structure
- minimal visual clutter
- reflective pauses
- worksheets with plenty of writing space

If you feel overwhelmed:

- pause
- take a sensory break
- come back when you have capacity
- skip ahead to a section that feels easier

Your pace is the right pace.

### **What You'll Need**

- A notebook or digital notes app
- Pens or markers
- A quiet or comfortable space
- Optional: headphones, stim tools, sensory supports
- Optional: someone you trust to explore certain exercises with

### **Structure of the Workbook**

This workbook is divided into 12 parts:

1. Introduction
2. Understanding Autism Burnout
3. Your Burnout Profile
4. Rebuilding Safety & Stability
5. Professional Working Environments
6. Restoring Capacity
7. Strengths-Based Recovery

8. Long-Term Burnout Prevention
9. Burnout Recovery Plan
10. Burnout Prevention Plan
11. Corporate-Friendly Pages
12. Back Cover

## **PART 2 — UNDERSTANDING AUTISM BURNOUT**

### **What Is Autistic Burnout?**

Autistic burnout is a state of profound exhaustion that affects your physical, emotional, and cognitive capacity. It often appears after long periods of masking, sensory overload, chronic stress, or pushing yourself beyond your natural limits.

Key characteristics

- Deep, persistent fatigue
- Reduced ability to function
- Increased sensory sensitivity
- Difficulty with executive functioning
- Emotional overwhelm or shutdown
- Loss of skills or coping strategies
- Withdrawal from social or daily activities

### **Worksheet: Your Experience of Burnout**

## Why Burnout Happens

Burnout builds slowly, often silently, as you navigate environments that don't match your neurology.

Common contributors

- Masking to appear “professional,” “easygoing,” or “fine”
- Sensory overload from noise, lights, crowds, or unpredictability
- Executive strain from multitasking or unclear expectations
- Social demands that require constant decoding
- Chronic stress from trying to keep up
- Lack of recovery time
- Life transitions (new job, move, relationship changes)

### Worksheet: What Contributes to Your Burnout?

List 3–5 factors that drain your energy or overwhelm your system.

These experiences can overlap, but they are not the same.

## Comparison Table

Experience	Key Features	What Helps
<b>Stress</b>	Short-term, situational	Reduce demands, rest
<b>Depression</b>	Low mood, hopelessness	Mental health support
<b>Autistic Burnout</b>	Loss of skills, sensory overwhelm	Reduce masking, sensory support

### Worksheet: Which One Feels Most Like Your Experience?

#### Signs of Autistic Burnout

Burnout affects every part of your life.

##### Cognitive

- Brain fog
- Forgetfulness
- Difficulty switching tasks

##### Sensory

- Increased sensitivity
- Overwhelm

##### Emotional

- Irritability
- Shutdowns

##### Physical

- Fatigue
- Sleep disruption

### Worksheet: Your Burnout Signs

Create three lists: early, mid-stage, crisis.

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### **The Burnout Cycle**

Burnout often follows a predictable cycle:

1. Overextension
2. Masking
3. Accumulating stress
4. Overload
5. Shutdown
6. Withdrawal
7. Slow recovery
8. Reduced baseline

### **Worksheet: Map Your Burnout Cycle**

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### **Masking & Its Role in Burnout**

Masking is the act of hiding autistic traits to fit expectations.

It is often unconscious.

It is always exhausting.

### **Your Masking Inventory**

## **Sensory Overload & Burnout**

Your sensory system plays a major role in burnout. List what signs you start to notice

## **PART 3 — YOUR BURNOUT PROFILE**

### **Your Baseline**

Your baseline is the version of you that feels stable, functional, and safe.

#### **Describe Your Baseline**

Where and what makes you feel stable or safe?

### **Your Energy Patterns**

Autistic energy is not linear.

### **Your Burnout Triggers**

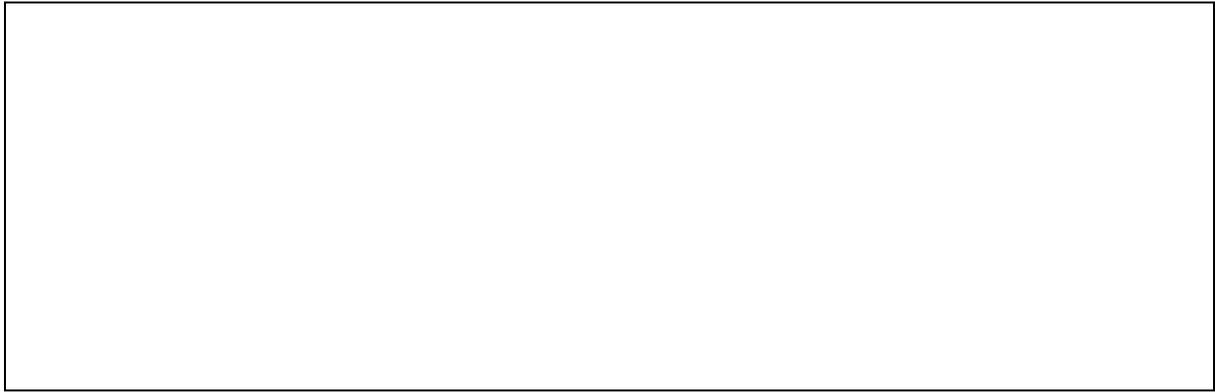
Triggers are conditions that push your system toward overload.

### **Early Warning Signs**

Your body sends signals long before collapse.

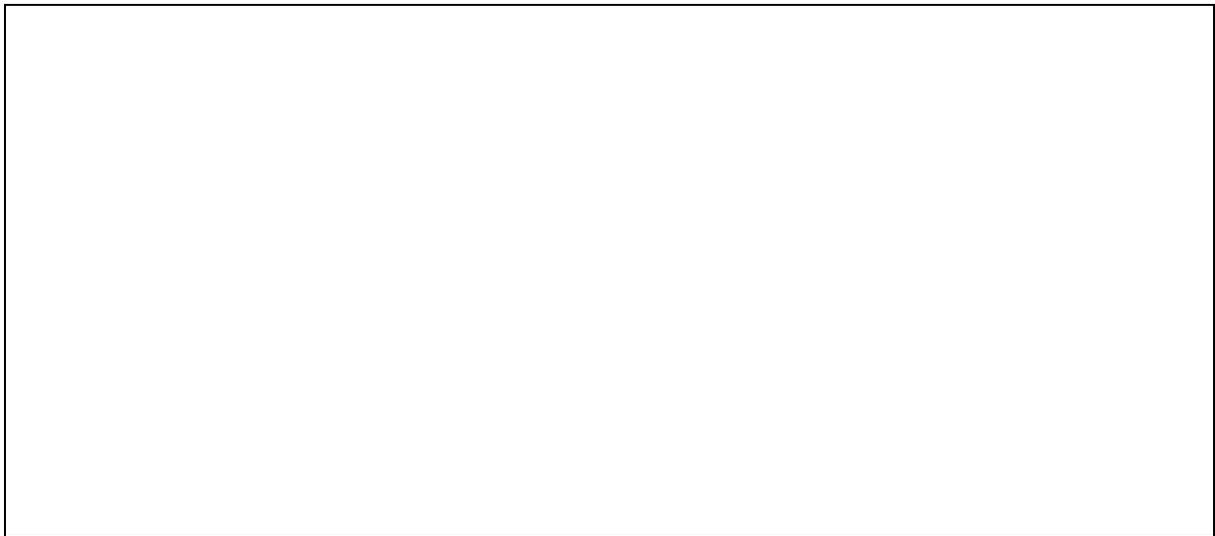
#### **What are your Early Warning Signs?**

You may not know them yet but this workbook can be filled in gradually over time



**Mid-Stage Signs**

Functioning becomes noticeably harder.



**Crisis Signs**

Crisis-level burnout requires immediate rest.

Using the following to record your signs

**Your Burnout History**

Your past burnout experiences hold valuable information.

## **PART 4 — REBUILDING SAFETY & STABILITY**

### **Creating a Safe Foundation**

Burnout recovery begins with safety.

Not productivity.

Not performance.

Not “getting back to normal.”

Safety.

Your brain and body need stability before they can regain capacity.

Safety includes:

- predictable routines

- reduced demands
- sensory comfort
- emotional security
- clear boundaries
- compassionate self-talk

Recovery cannot happen in chaos.

### **Worksheet: What Helps You Feel Safe?**

### **Energy Accounting**

Energy accounting is the practice of tracking:

- what drains you
- what restores you
- what your daily capacity actually is

This helps you stay within your natural limits.

Energy categories:

- Cognitive
- Sensory
- Emotional
- Social

- Physical

### **Your Energy Accounting**

List your top drains and top restorers.

### **Bare Minimum Baseline**

Your **bare minimum baseline** is the lowest level of functioning you can maintain without worsening burnout.

Examples:

- 1–2 essential tasks per day
- simple meals
- reduced communication
- sensory comfort
- predictable routines

This is not “giving up.”  
It is strategic conservation.

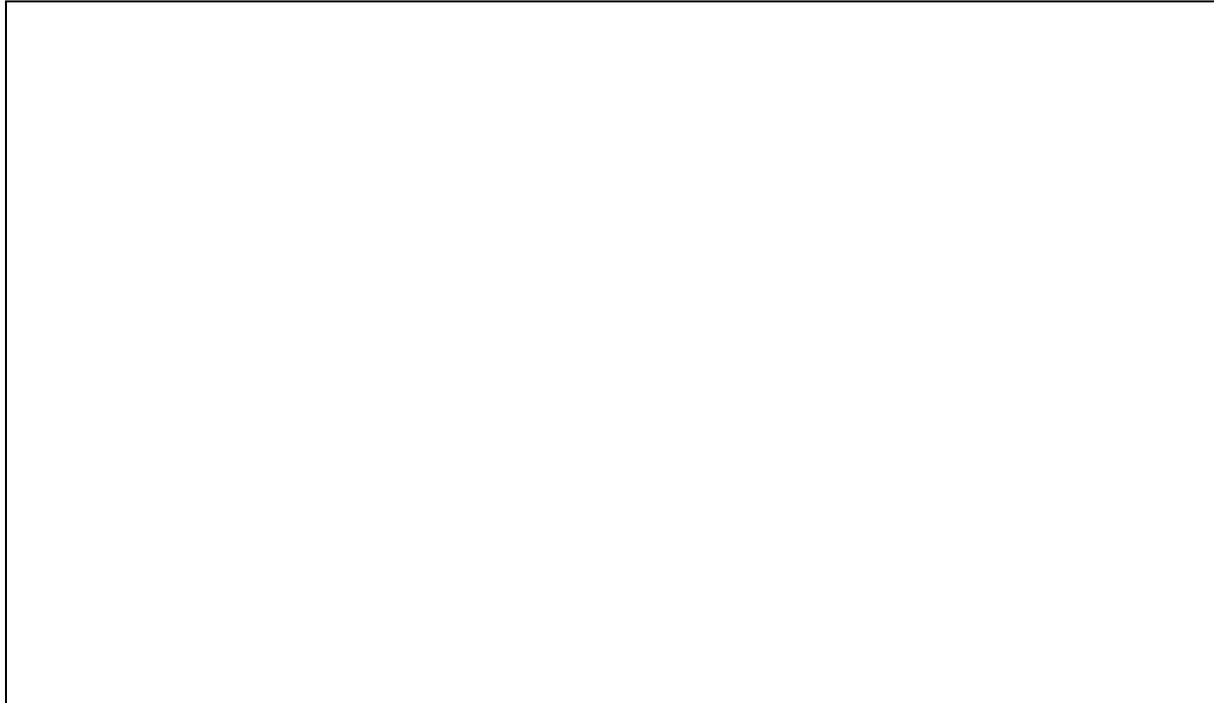
### **Your Bare Minimum Baseline**

### **Sensory Safety Planning**

Your sensory system needs stability to recover.

Sensory safety includes:

- reducing noise
- adjusting lighting
- using headphones
- reducing visual clutter
- predictable environments
- sensory breaks



### **Your Sensory Safety Plan**

#### **Reducing Demands**

Demand reduction is essential during burnout.

Reduce:

- social demands
- emotional labour
- multitasking
- unnecessary communication
- non-urgent commitments

Increase:

- rest
- downtime
- sensory comfort
- predictability

#### **What Demands Can You Reduce?**



### **Creating Predictability**

Predictability reduces cognitive load.

Tools:

- routines
- checklists
- visual schedules
- clear expectations
- consistent environments

Predictability is not rigidity — it is support.

### **Your Predictability Plan**

#### **Supporting Your Nervous System**

Your nervous system needs:

- rest
- regulation
- sensory comfort
- emotional safety
- reduced pressure

Regulation tools:

- deep pressure
- movement
- stimming
- quiet time
- grounding techniques

### **Your Regulation Tools**

### **Rebuilding a Sustainable Baseline**

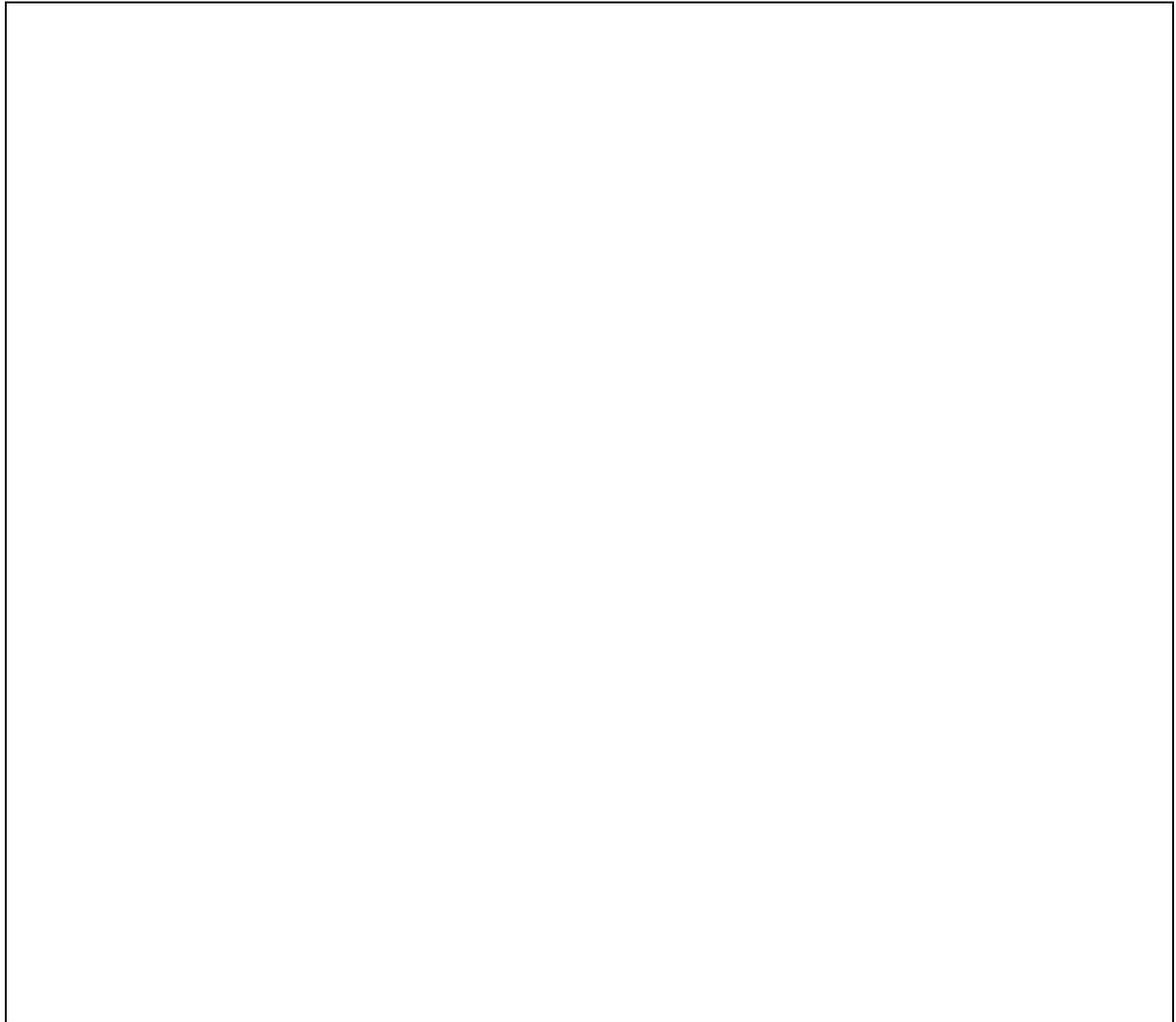
A sustainable baseline is the foundation for long-term wellbeing.

It includes:

- realistic routines
- sensory supports
- boundaries
- energy-balanced activities
- reduced masking
- self-compassion

### **Your Sustainable Baseline**

**What will yours be?**



## **PART 5 — PROFESSIONAL WORKING ENVIRONMENTS**

This section has been **significantly expanded** to support autistic adults, HR teams, and managers or for you as an individual to share with them

### **Burnout at Work**

Autistic burnout often shows up first — or most intensely — at work.

Why?

- high cognitive load
- constant communication

- unclear expectations
- sensory overwhelm
- masking pressure
- unpredictable changes
- social decoding
- performance anxiety

Workplaces often reward masking and penalise authenticity — a direct path to burnout.

### **Workplace Triggers**

Common autistic workplace triggers include:

- open-plan offices
- noise
- bright lights
- interruptions
- vague instructions
- shifting priorities
- back-to-back meetings
- unclear communication
- social expectations
- multitasking

### **Your Workplace Triggers**

### **Masking at Work**

Masking at work is often expected — explicitly or implicitly.

Common workplace masks:

- forced eye contact
- smiling when overwhelmed
- over-explaining
- hiding sensory discomfort
- suppressing stims

- over-preparing
- mirroring colleagues

Masking is a survival strategy — but chronic masking leads to burnout.

### **Your Work Masks**

A large, empty rectangular box with a thin black border, intended for the user to write their work masks.

### **Communication Needs**

Autistic communication is:

- direct
- precise
- honest
- detail-oriented
- context-sensitive

Workplaces often expect:

- small talk

- rapid responses
- vague instructions
- implicit meaning
- reading between the lines

This mismatch creates stress.

### **Your Communication Needs at Work**

A large, empty rectangular box with a thin black border, intended for the user to write their communication needs at work.

### **Sensory Needs at Work**

Your sensory environment affects your ability to function.

Supports may include:

- noise-cancelling headphones
- adjustable lighting
- quiet spaces
- predictable environments
- reduced visual clutter
- remote work options

### **Your Sensory Needs at Work**

## **Reasonable Adjustments**

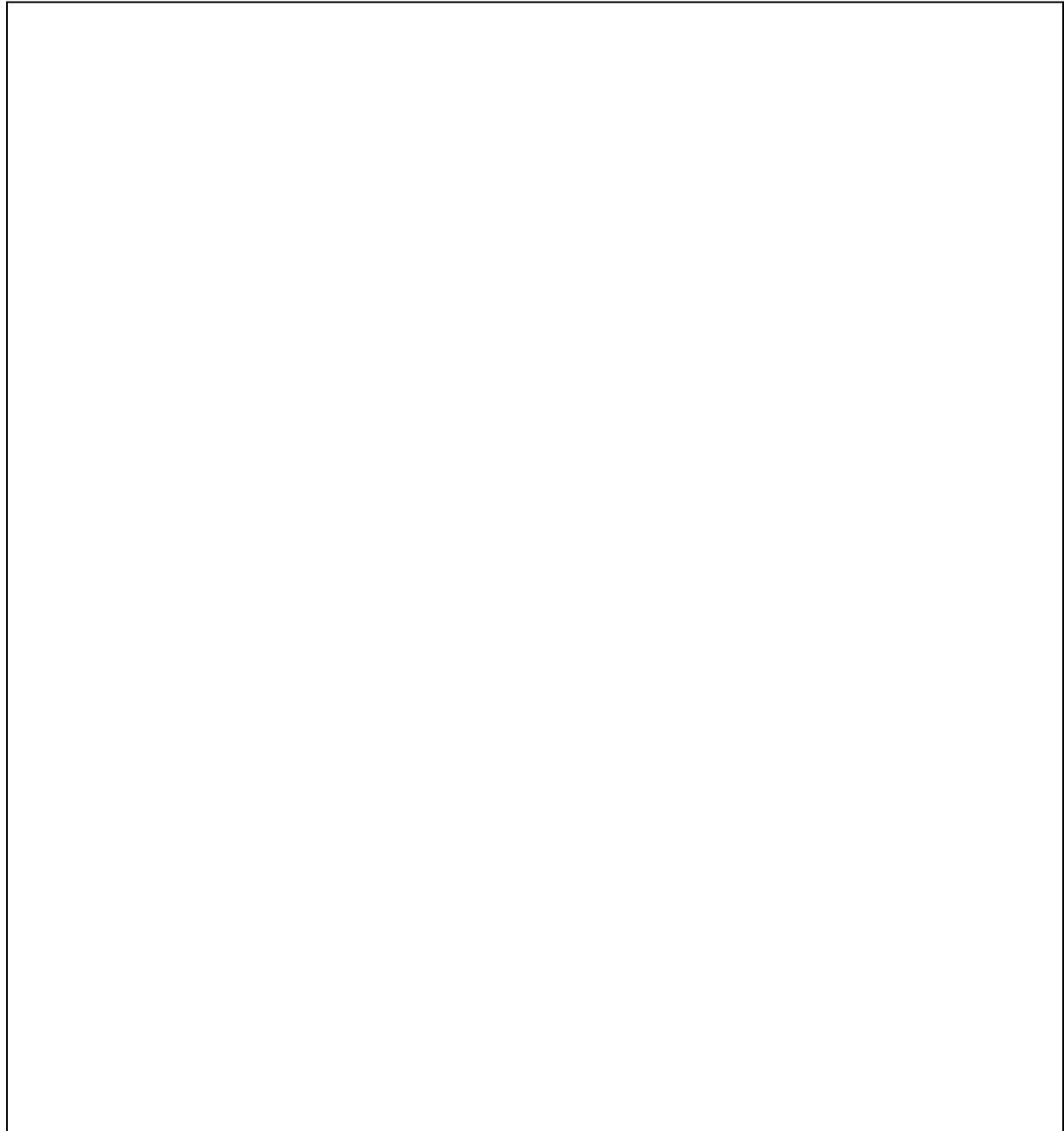
There may be a form but listing them here can help you in the meeting

Reasonable adjustments are legal accommodations that support your ability to work effectively.

Examples:

- written instructions
- flexible hours
- reduced meetings
- sensory adjustments
- predictable routines
- autonomy in task management

**Your Adjustment Requests**



If your managers nervous then Scripts for Managers can help, remember they may have had no training in this area.

Script 1 — Requesting clarity

“Could you clarify the priority order for these tasks so I can plan effectively?”

Script 2 — Requesting written instructions

“Would you mind sending the key points in writing? It helps me process and stay aligned.”

Script 3 — Requesting sensory adjustments

“I work best in quieter environments. Could we explore options to reduce noise or interruptions?”

Script 4 — Requesting predictability

“Unexpected changes are difficult for me to process. Could we build in more notice where possible?”

## **Workplace Boundaries**

Healthy workplace boundaries protect your energy.

Examples:

- no meetings during deep-focus hours
- limited after-hours communication
- clear expectations
- saying no to non-essential tasks
- requesting recovery time after high-demand periods

## **Workplace Boundaries**

A large empty rectangular box with a thin black border, intended for users to provide suggestions or feedback.

**FOR MANAGERS OR FOR YOU TO SUGGEST**

**Creating Autistic-Friendly Workplaces**

An autistic-friendly workplace is:

- predictable
- sensory-considerate
- communication-clear
- autonomy-supportive
- low-masking
- strengths-focused

Key features:

- clear expectations

- written communication
- flexible working
- sensory-safe spaces
- reduced social pressure
- structured feedback
- consistent routines

### **Manager Training & Awareness**

Managers often want to support autistic employees but lack training.

Training topics:

- what autistic burnout looks like
- communication differences
- sensory needs
- masking and its impact
- how to give clear instructions
- how to create predictable workflows
- how to reduce unnecessary demands

A trained manager can prevent burnout before it begins.

### **Sustainable Workload Design**

Autistic employees thrive when workloads are:

- predictable
- structured
- aligned with strengths
- free from unnecessary multitasking
- paced with recovery time
- communicated clearly

Sustainable workload strategies:

- batching tasks
- reducing context switching
- clear deadlines
- realistic timelines
- protected focus time
- fewer meetings

## **PART 6 — RESTORING CAPACITY**

### **Rebuilding Energy**

Energy restoration is slow, gentle, and non-linear.

Supports:

- rest
- sensory comfort
- reduced demands
- low-pressure routines
- nourishing food
- hydration
- movement

### **What Restores Your Energy?**

A large, empty rectangular box with a thin black border, intended for a user to write their answers to the question 'What Restores Your Energy?'. The box is currently blank.

### **Cognitive Capacity**

Burnout reduces cognitive bandwidth.

Supports:

- checklists
- written instructions
- single-tasking
- predictable routines
- reduced decision-making

### **Your Cognitive Supports**

### **Emotional Capacity**

Burnout affects emotional regulation.

Supports:

- quiet time
- grounding

- stimming
- emotional boundaries
- co-regulation with safe people

What would help you?

### **Your Emotional Supports**

#### **Sensory Capacity**

Your sensory system needs recovery time.

Supports:

- sensory breaks
- low-stim environments
- weighted blankets
- headphones
- dim lighting

#### **Worksheet: Your Sensory Supports**

#### **Social Capacity**

Your social capacity shrinks during burnout.

Supports:

- reduced socialising
- shorter interactions
- predictable plans
- fewer group settings

- more alone time

### **Your Social Capacity Plan**

--

### **Gradual Re-Engagement**

Recovery is not about “getting back to normal.”  
It’s about rebuilding capacity slowly.

Principles:

- start small
- increase slowly
- rest often
- monitor energy
- adjust as needed

### **Your Re-Engagement Plan**

#### **Tracking Progress**

Tracking helps you see patterns and improvements.

Track:

- energy
- sensory load
- emotional regulation
- cognitive capacity
- social capacity

### **Your Progress Tracker**

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## **PART 7 — STRENGTHS-BASED RECOVERY**

### **Autistic Strengths**

Autistic strengths are real, meaningful, and deeply valuable. They often include:

#### Cognitive strengths

- Deep focus
- Pattern recognition
- Analytical thinking
- Creativity
- Problem-solving
- Honesty and clarity

#### Emotional strengths

- Loyalty
- Empathy (often deep, but expressed differently)
- Integrity
- Passion

#### Sensory strengths

- Attention to detail
- Strong aesthetic sense
- Sensory creativity

#### Social strengths

- Direct communication

- Authenticity
- Reliability

Your strengths are not quirks — they are core parts of your identity.

### **Your Autistic Strengths**

Prompts:

- What are you naturally good at?
- What do people appreciate about you?
- What strengths have you hidden or masked?
- What strengths feel most “you”?



## **Values**

Values are the principles that guide your decisions, energy, and boundaries. Burnout often happens when you live out of alignment with your values.

Common autistic values

- Honesty
- Fairness
- Autonomy
- Predictability
- Depth
- Authenticity
- Competence
- Creativity
- Purpose

## **Identify Your Values**

Prompts:

- What matters most to you?
- What do you need to feel aligned?
- Which values were violated during burnout?

## **Interests & Passions**

Autistic interests are not hobbies — they are sources of:

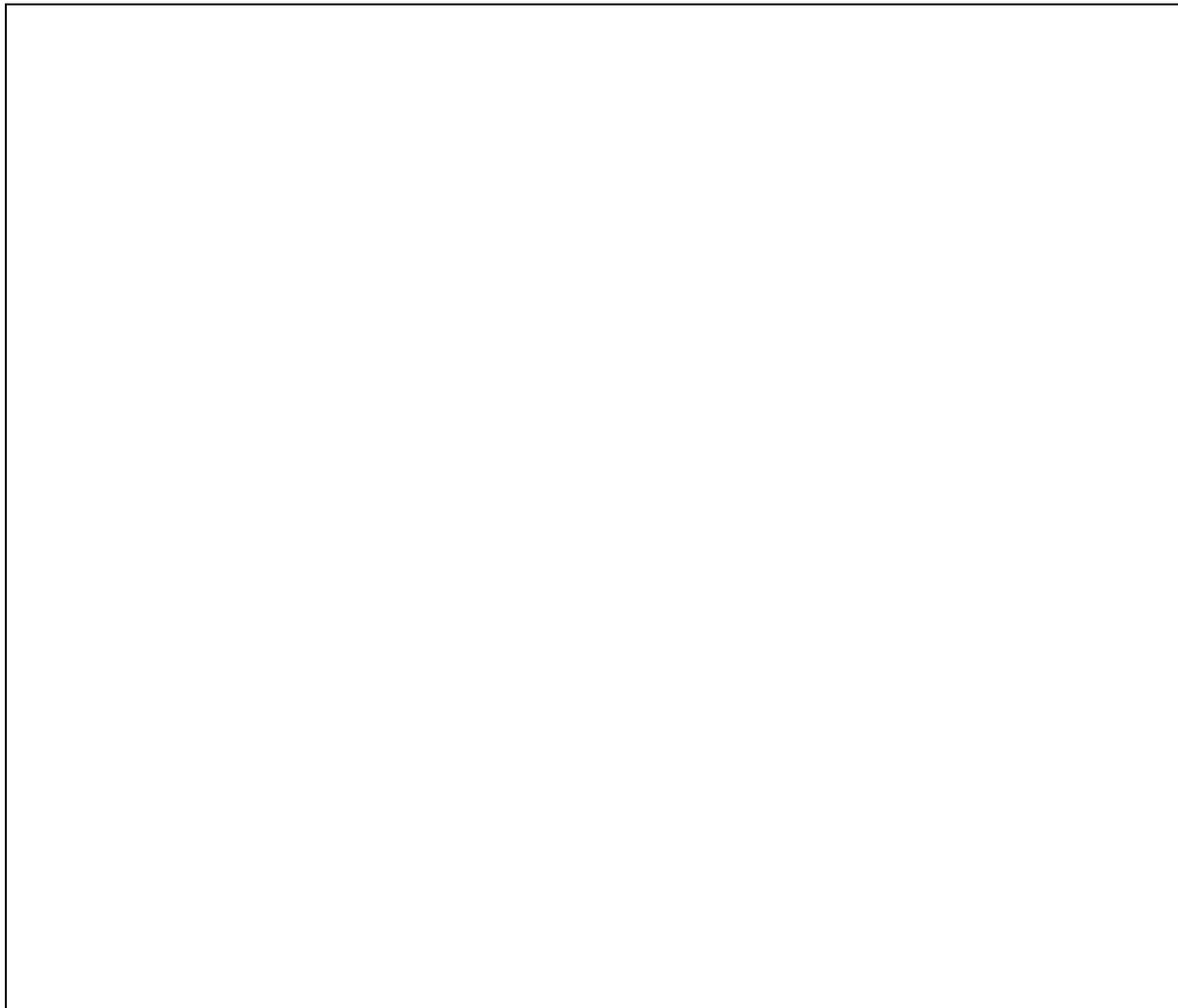
- joy
- regulation
- identity
- motivation
- connection
- expertise

Reconnecting with your interests is a powerful part of recovery.

## **Your Interest Map**

Prompts:

- What interests energise you?
- What interests calm you?
- What interests help you focus?
- What interests feel like “home”?



## **Support Networks**

Recovery is easier when you have support — even if it's small.

Types of support

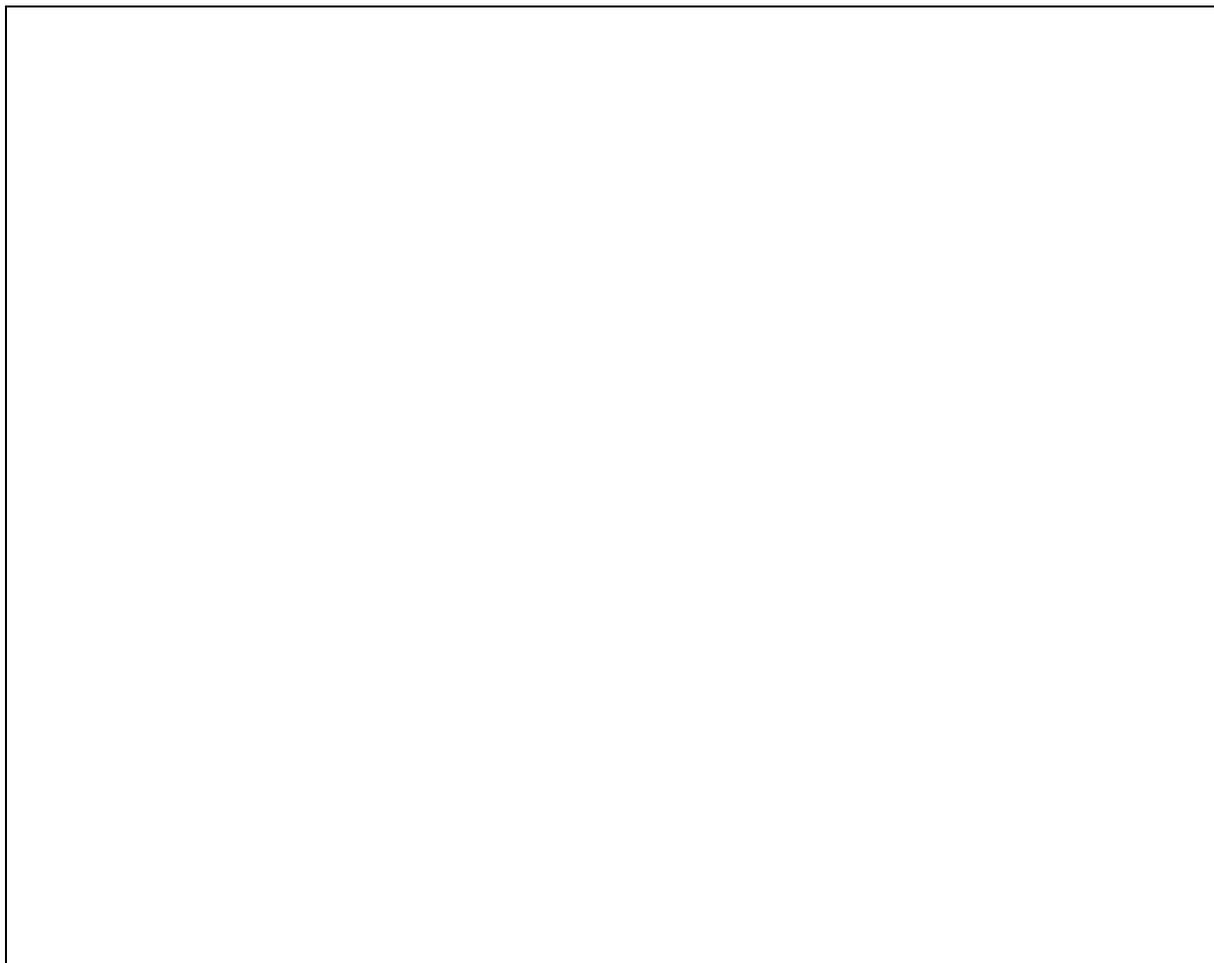
- Emotional support
- Practical support
- Sensory support
- Professional support
- Peer support
- Workplace support

You don't need a large network — you need a *safe* one.

### **Your Support Map**

Prompts:

- Who helps you feel safe?
- Who understands your needs?
- Who drains your energy?
- Who can you ask for help?

A large empty rectangular box with a thin black border, intended for drawing a support map. The box is currently blank.

## **PART 8 — LONG-TERM BURNOUT PREVENTION**

### **Boundaries**

Boundaries are essential for autistic wellbeing.  
They are not selfish — they are protective.

Types of boundaries

- Time boundaries
- Sensory boundaries
- Social boundaries
- Emotional boundaries
- Workload boundaries
- Communication boundaries

Boundaries help you stay within your natural capacity.

### **Your Boundaries**

Prompts:

- What boundaries do you need at work?
- What boundaries do you need socially?
- What boundaries protect your sensory system?

### **Sustainable Routines**

Autistic nervous systems thrive on predictability.  
Routines reduce cognitive load and support regulation.

Types of routines

- Morning routines
- Evening routines
- Workday rhythms
- Sensory routines
- Rest routines
- Transition routines

Routines don't have to be rigid — they just need to be supportive.

### **Your Sustainable Routines**

Prompts:

- What routines help you feel grounded?
- What routines reduce overwhelm?
- What routines support your energy?

### **Energy-Balanced Lifestyle**

A sustainable life includes:

- enough rest
- sensory safety
- meaningful work
- supportive relationships
- time for interests
- low masking environments

- predictable rhythms

This is not about perfection — it's about balance.

### **Your Energy-Balanced Life**

Prompts:

- What gives you energy?
- What drains your energy?
- What needs to change long-term?

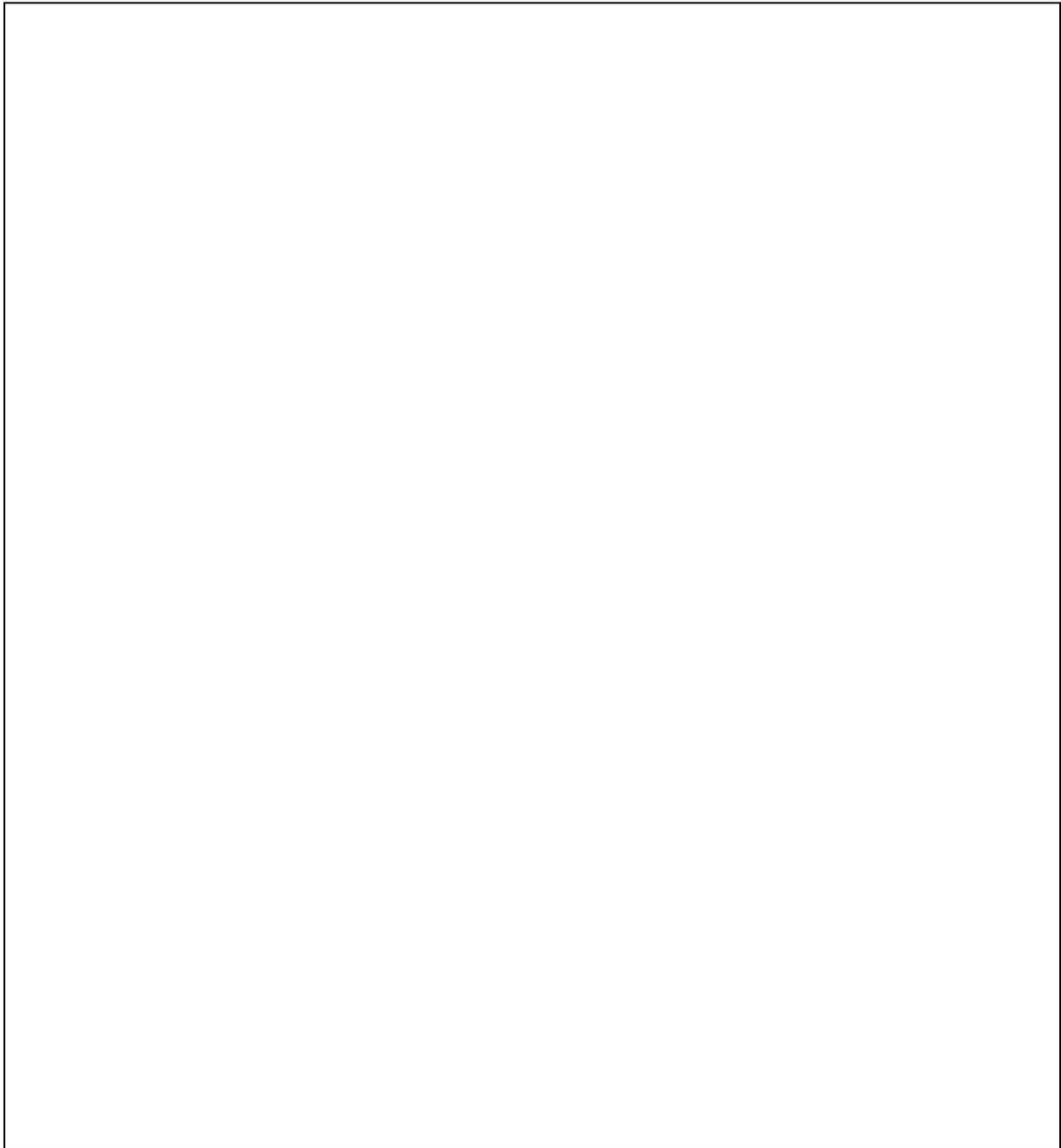


### **Long-Term Needs**

Long-term burnout prevention requires:

- realistic expectations
- sustainable routines
- sensory-safe environments
- supportive relationships
- reduced masking
- self-advocacy
- ongoing reflection

## **Your Long-Term Needs**



## **PART 9 — BURNOUT RECOVERY PLAN**

### **Recovery Priorities**

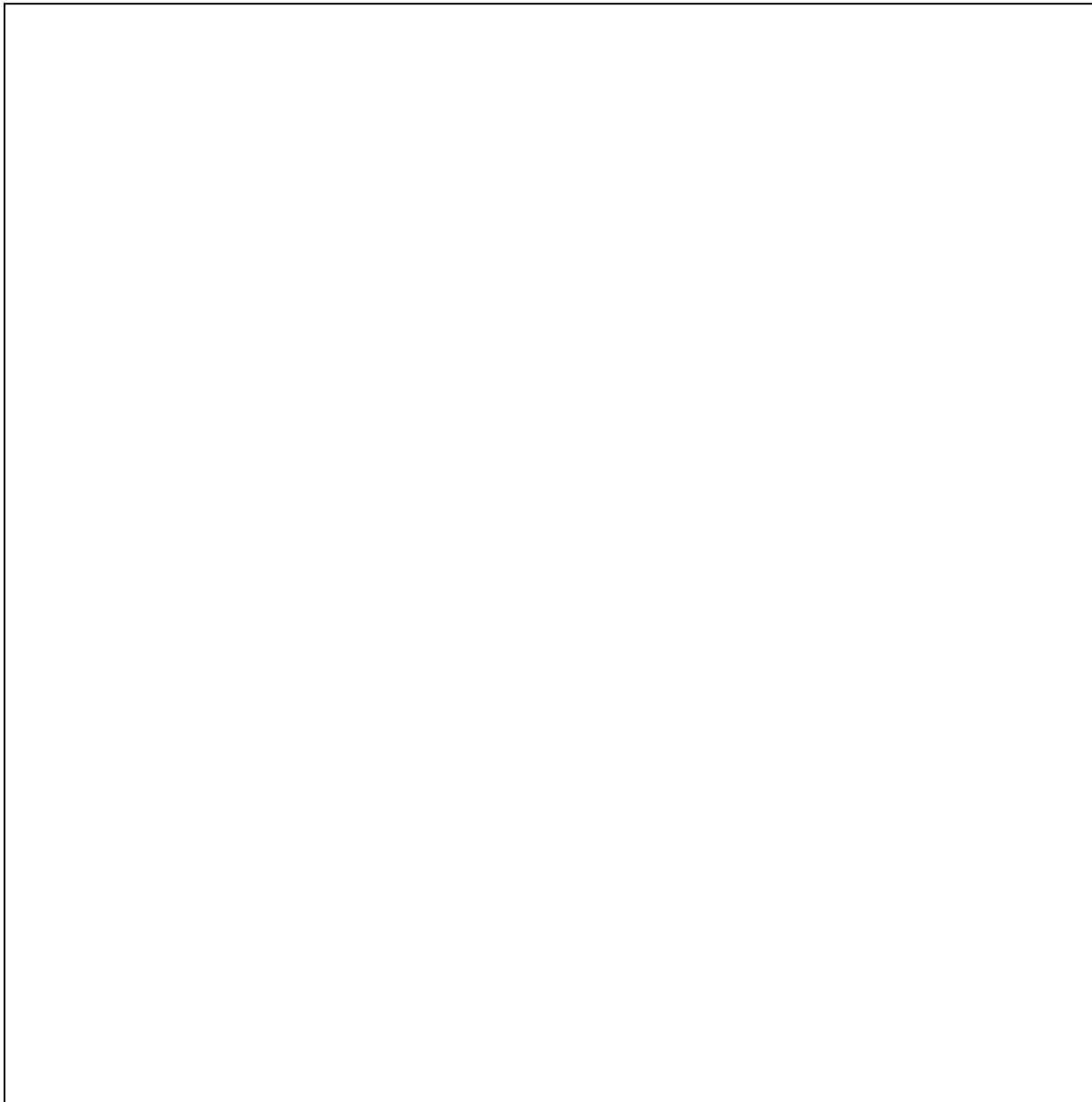
These are the 3–5 things that matter most during recovery.

Examples:

- rest
- sensory safety
- reduced demands
- predictable routines
- emotional regulation

- support from safe people

### **Your Top Recovery Priorities**

A large, empty rectangular box with a thin black border, intended for the user to write their top recovery priorities.

### **Daily Plan**

A simple, sustainable daily rhythm that supports healing.

Daily plan elements:

- bare minimum baseline
- sensory supports
- rest breaks
- nourishment
- movement
- emotional regulation
- communication boundaries

## Daily Plan Template

- Bare minimum baseline:
- Sensory supports:
- Rest breaks:
- Nourishment:
- Movement:
- Emotional regulation:
- Communication boundaries:


## Weekly Plan

Weekly rhythms help you maintain stability.

Weekly plan elements:

- energy-giving activities
- low-demand days
- social capacity planning
- sensory recovery time
- workload adjustments

## Weekly Plan Template


## **Crisis Plan**

A crisis plan helps you stay safe and supported during severe burnout.

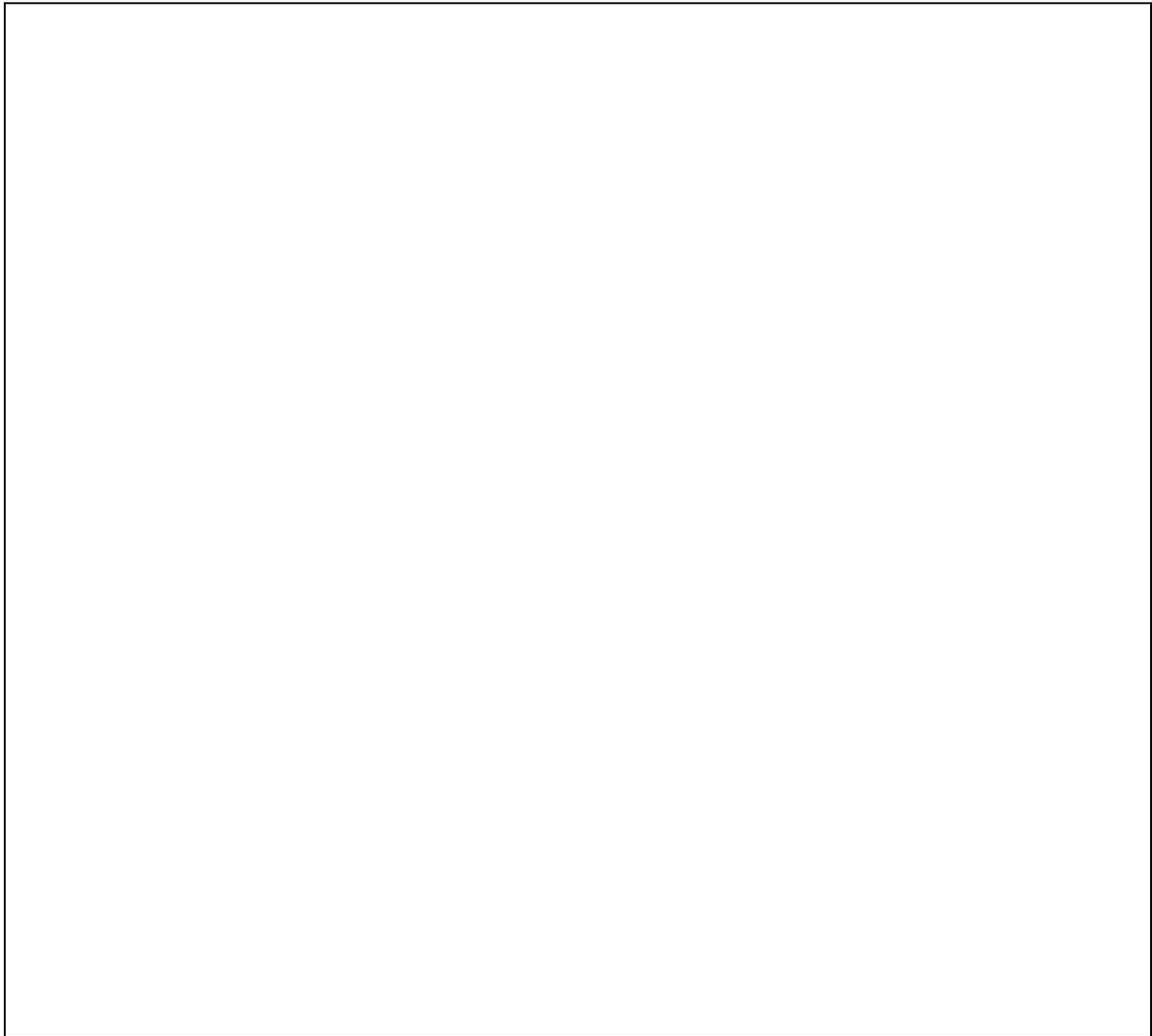
Crisis plan elements:

- signs you're in crisis
- what you need immediately
- who you can contact
- what you must avoid
- how others can support you

## **Crisis Plan Template**

- Signs I'm in crisis:
- What I need immediately:
- Who I can contact:
- What I must avoid:

- How others can support me:

A large, empty rectangular box with a thin black border, intended for the user to write their response to the question 'How others can support me:'. The box is currently blank.

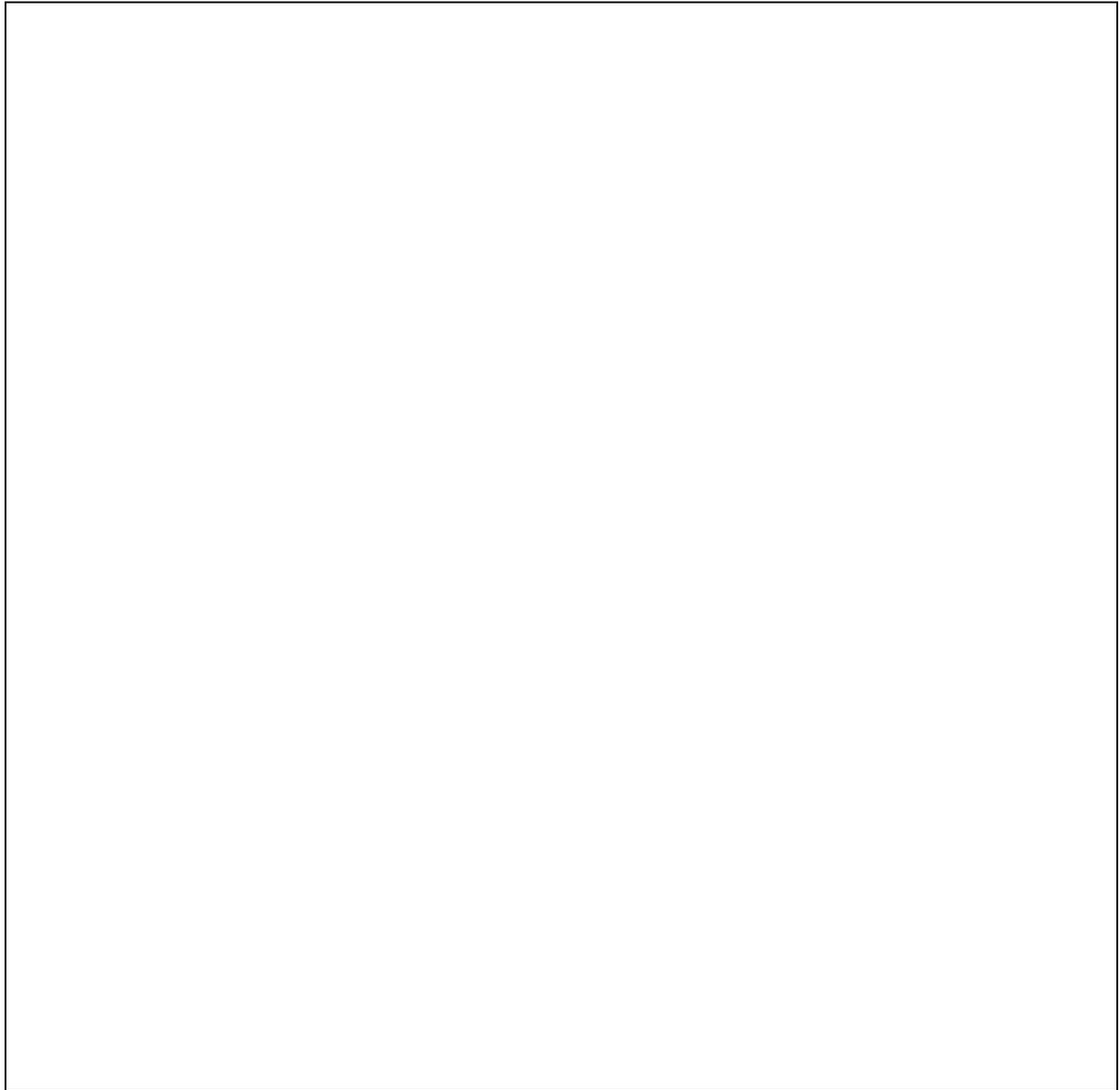
## **PART 10 — BURNOUT PREVENTION PLAN**

**Early Warning Signs** —Early warning signs are the subtle signals your body and brain send before burnout escalates.

Examples:

- increased irritability
- difficulty switching tasks
- sensory sensitivity
- reduced social capacity
- brain fog
- feeling “on edge”

**Your Early Warning Signs**



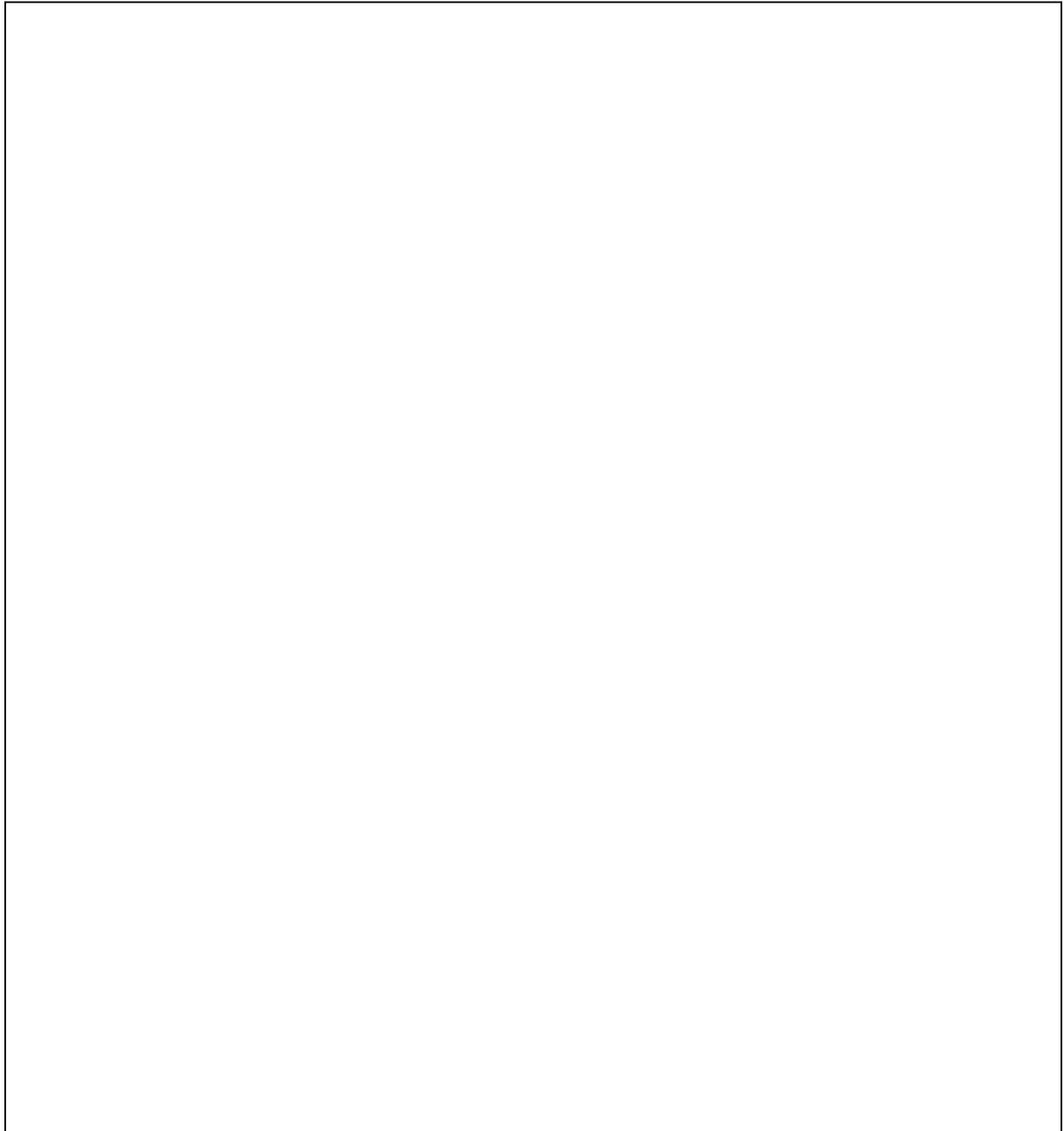
### **Non-Negotiable Boundaries**

Non-negotiable boundaries are the limits you set to protect your wellbeing.

Examples:

- no back-to-back meetings
- no late-night communication
- sensory breaks
- predictable routines
- reduced social demands

### **Your Non-Negotiable Boundaries**



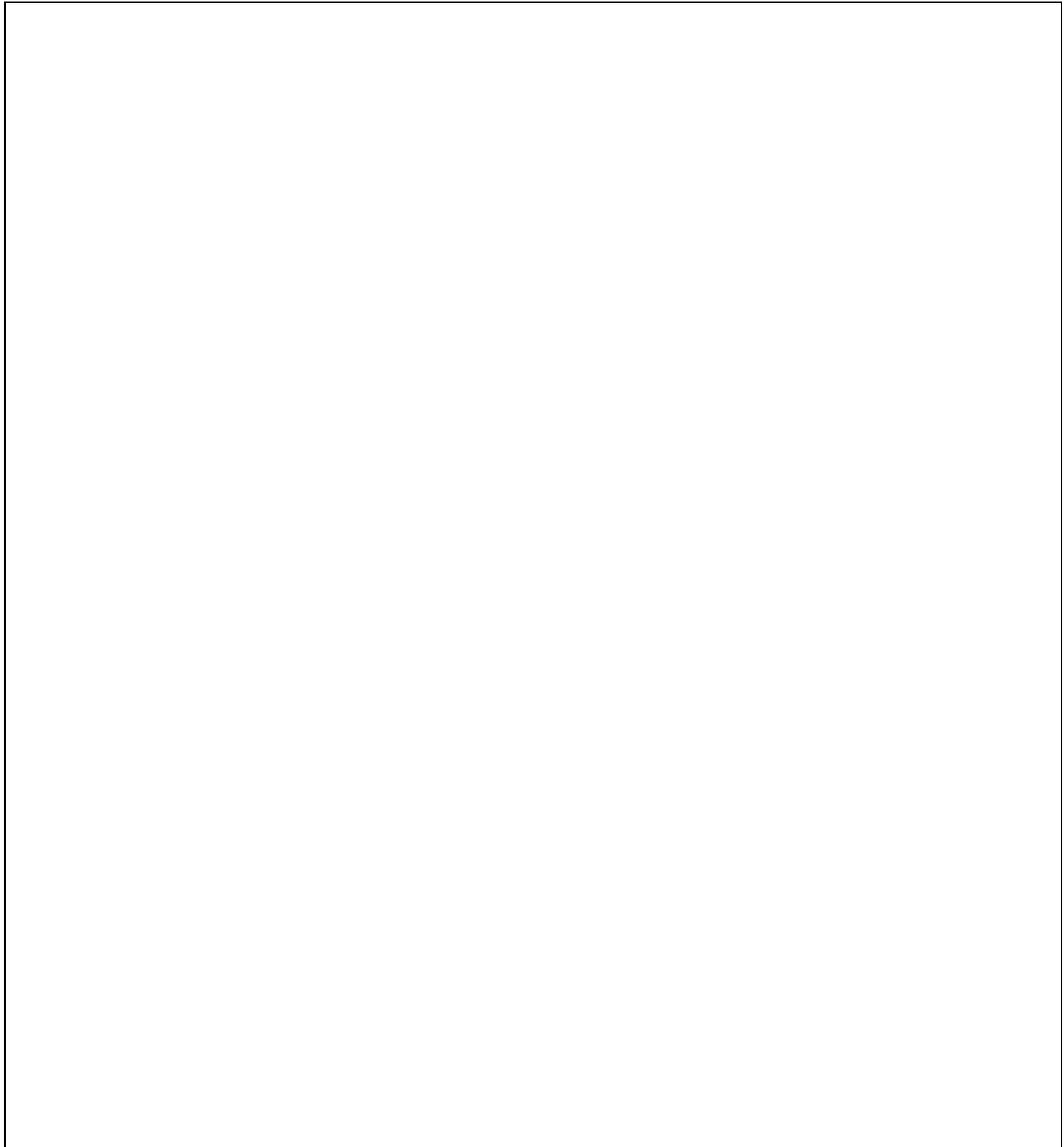
## **Sensory Needs**

Your sensory needs are not optional — they are essential.

Examples:

- dim lighting
- noise-cancelling headphones
- quiet spaces
- predictable environments
- sensory breaks

## **Your Sensory Needs**



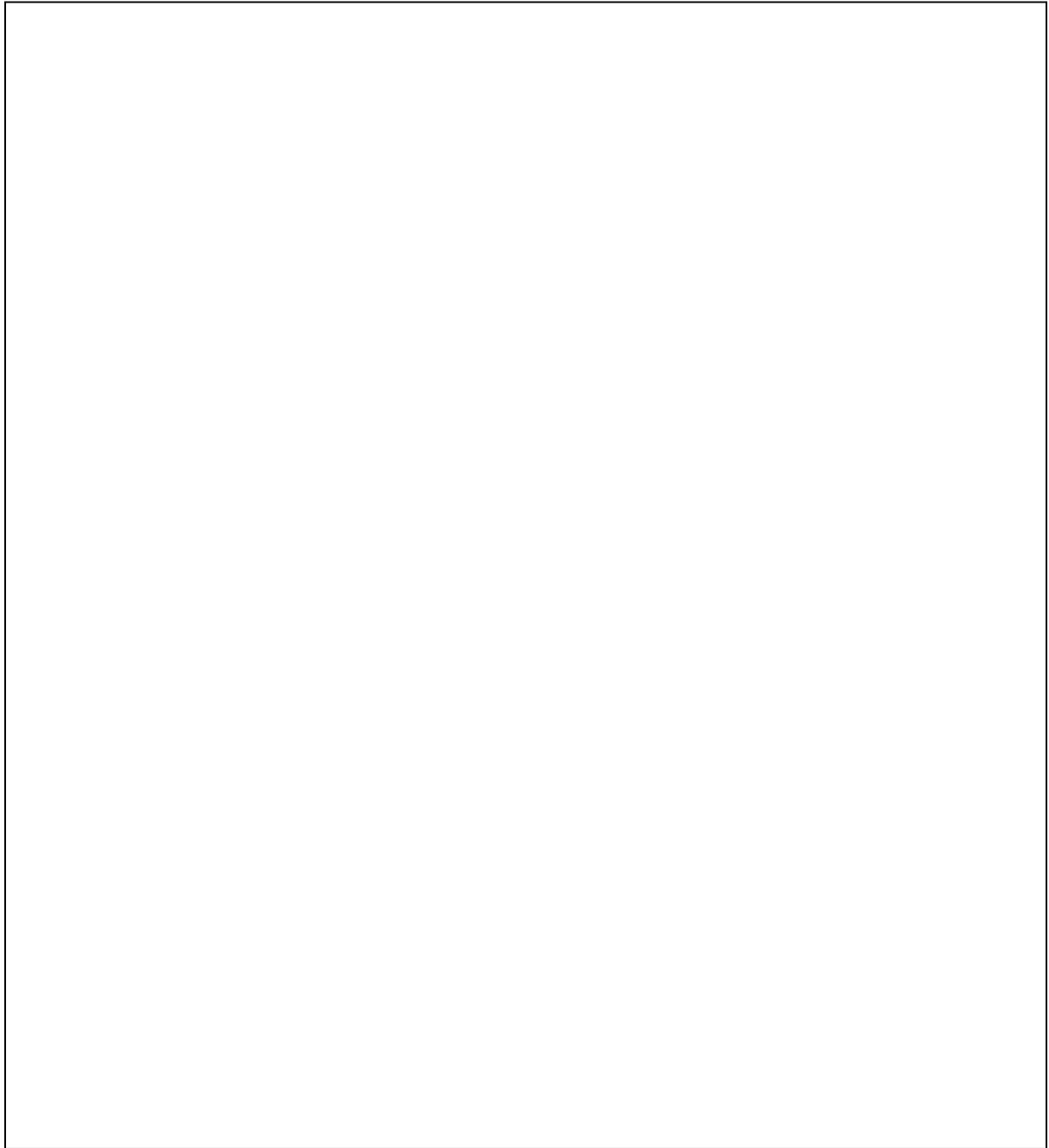
## **Energy Needs**

Your energy needs determine how much you can sustainably do.

Examples:

- rest
- downtime
- low-demand days
- pacing
- reduced multitasking

## **Your Energy Needs**



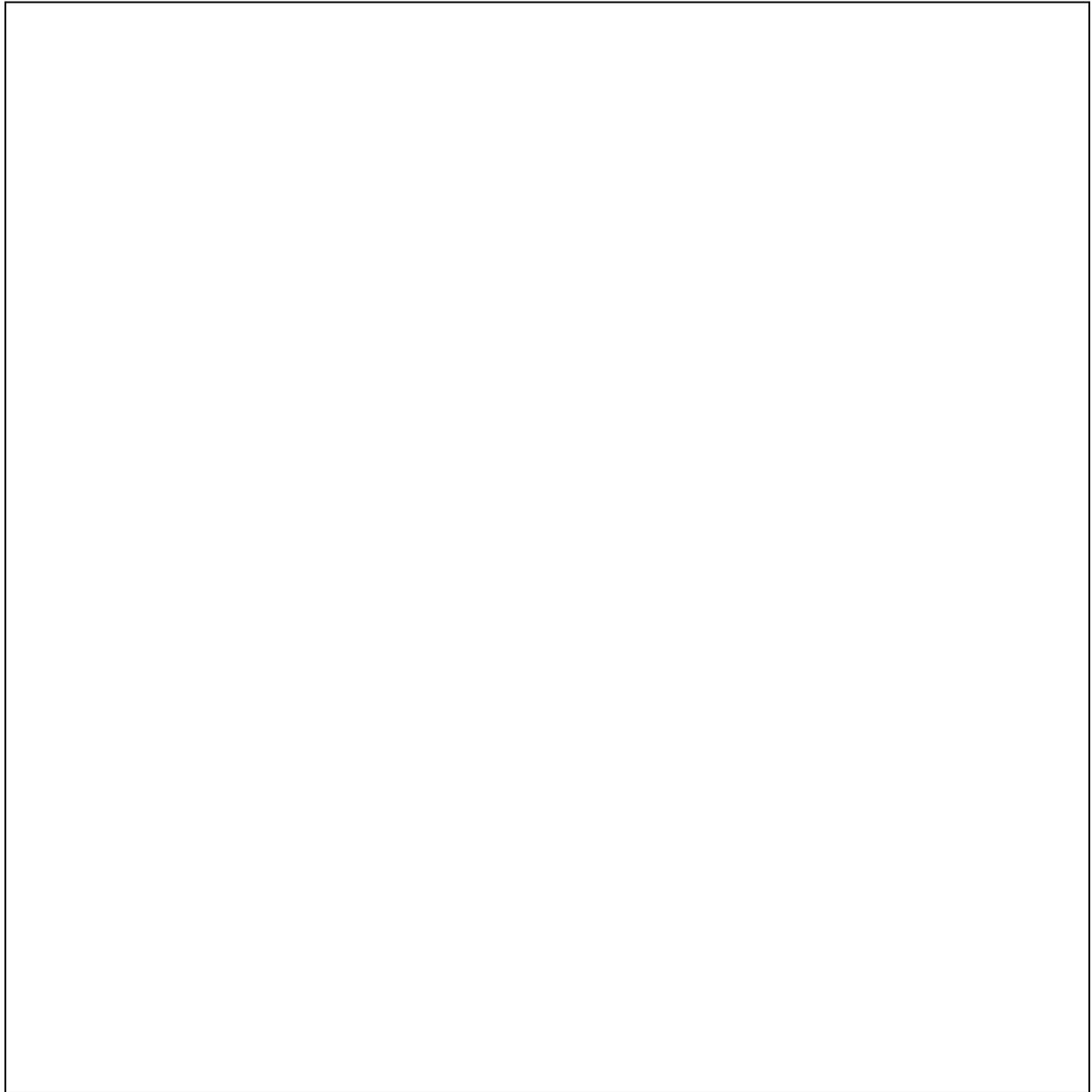
## **Support Needs**

Support needs help you stay regulated and functional.

Examples:

- clear communication
- written instructions
- emotional support
- sensory support
- workplace adjustments

## **Your Support Needs**



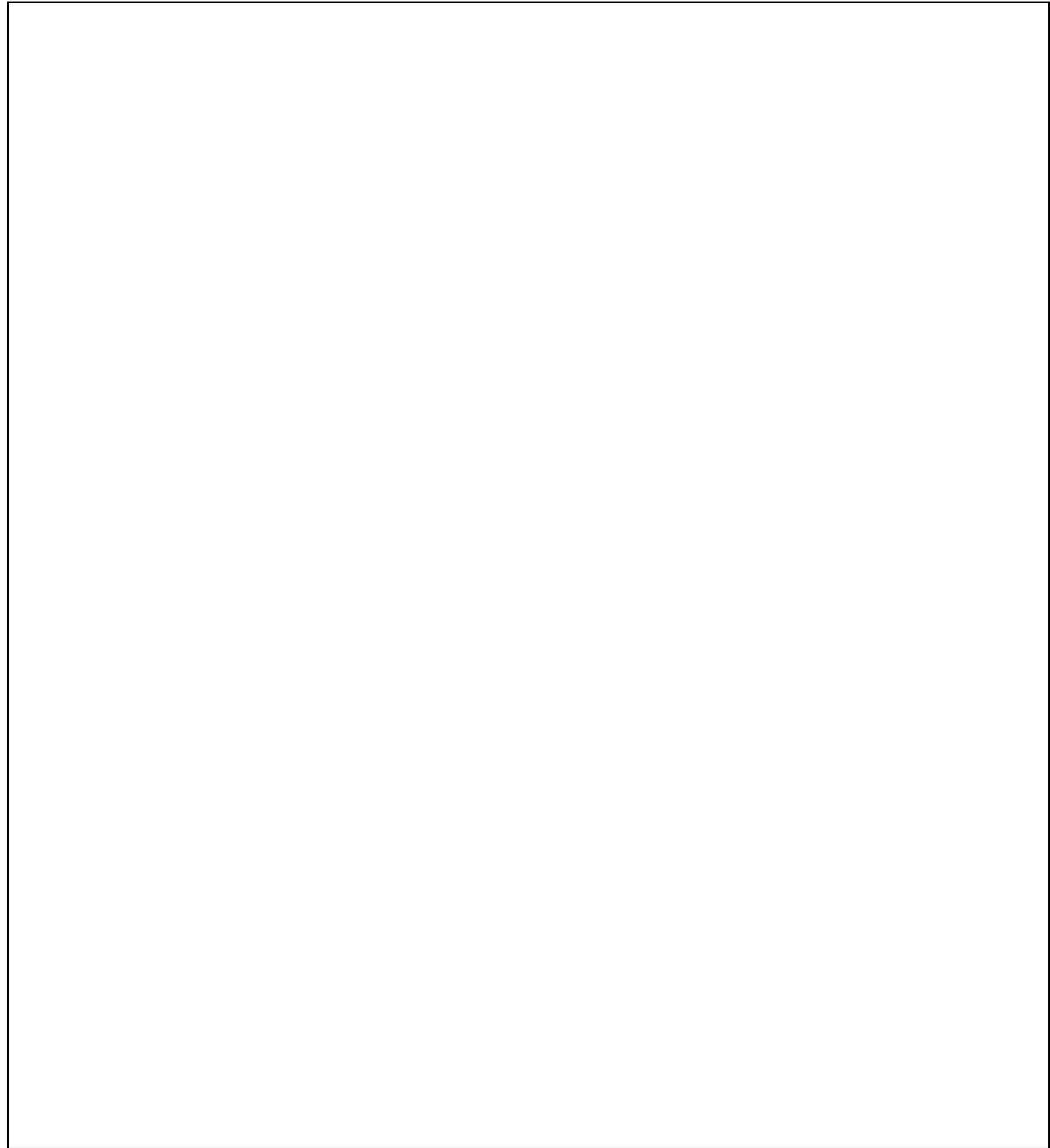
## **Sustainable Routines**

Sustainable routines help you maintain long-term stability.

Examples:

- morning routines
- evening routines
- sensory routines
- rest routines
- transition routines

## **Your Sustainable Routines**



## **PART 11 — CORPORATE-FRIENDLY PAGES**

### **What Burnout Looks Like at Work**

Autistic burnout at work may look like:

- reduced capacity
- increased errors
- difficulty switching tasks
- sensory overwhelm
- social withdrawal
- slower processing
- emotional exhaustion

- shutdowns

These are not performance issues — they are neurological overload.

### **What Supports Help**

Effective supports include:

- clear expectations
- predictable routines
- reduced sensory load
- flexible communication
- autonomy
- regular check-ins
- reduced masking pressure
- realistic workloads

These adjustments benefit everyone — not just autistic employees.

### **Reasonable Adjustments Template**

Sensory Adjustments

- noise reduction
- lighting adjustments
- quiet spaces

Communication Adjustments

- written instructions
- clear expectations
- structured feedback

Workload Adjustments

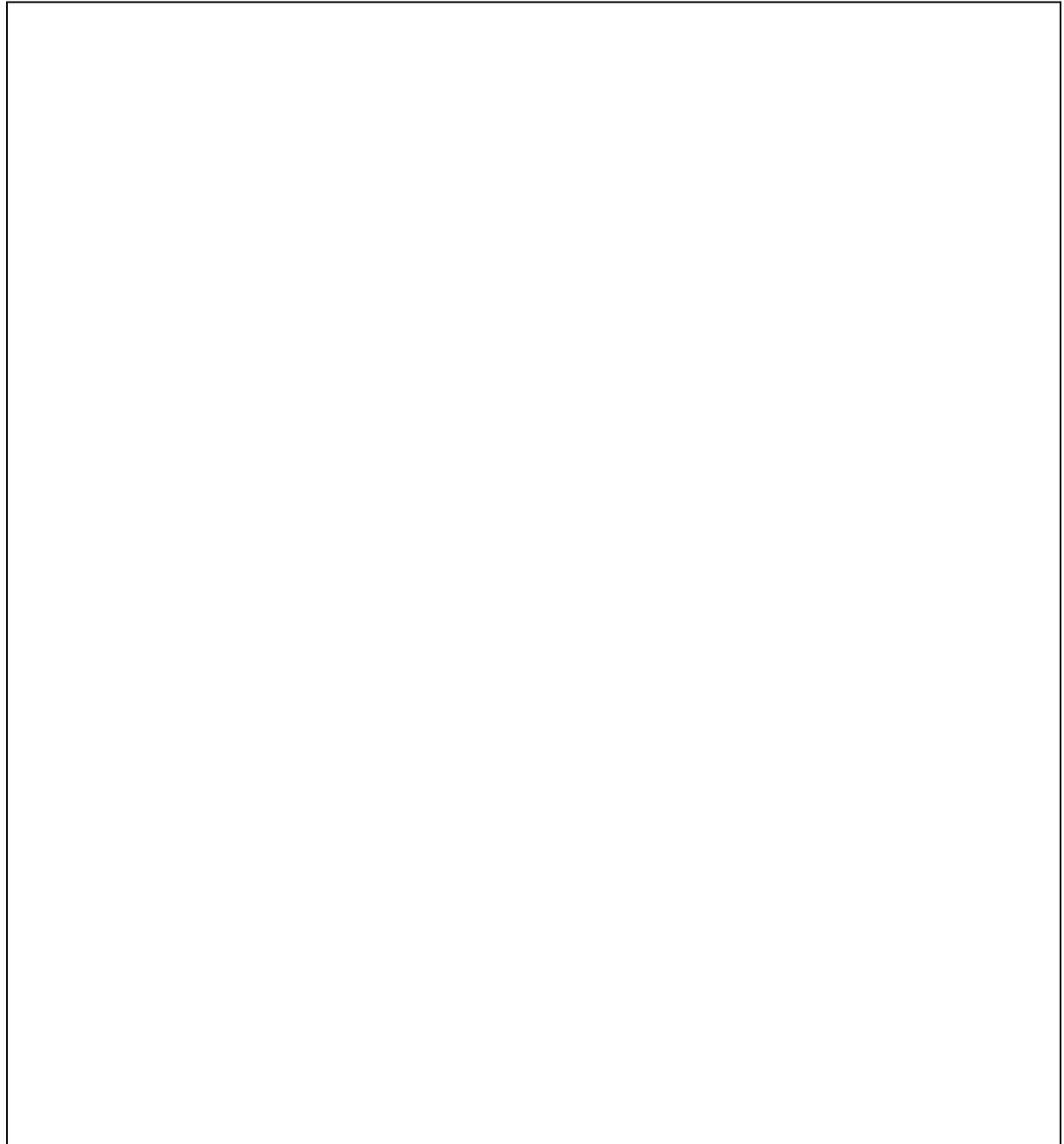
- reduced multitasking
- predictable deadlines
- protected focus time

Environment Adjustments

- remote work options
- reduced interruptions
- consistent routines

Flexibility Adjustments

- flexible hours
- recovery time
- reduced meetings



### **Closing Message**

Autistic burnout is not a personal failure.  
It is a sign that your needs have been unmet for too long.

You deserve:

- rest
- safety
- understanding
- support
- environments that fit your neurology
- a life that honours who you are

May this workbook help you reclaim your energy, your clarity, and your sense of self.

## **Author Information**

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Angela supports autistic and AuDHD adults through burnout recovery, identity exploration, workplace advocacy, and strengths-based coaching. Her work blends expressive creativity with practical tools, helping clients build lives that fit their neurology.

### **Website**

[www.fittinginwhilestandingout.com](http://www.fittinginwhilestandingout.com)