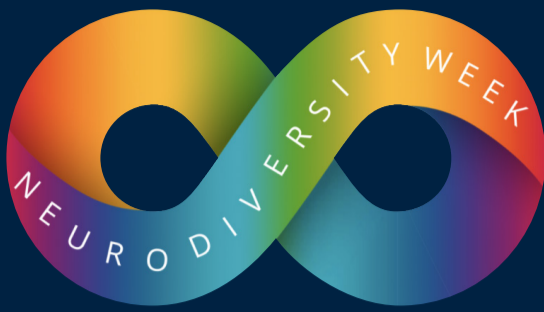




How to nurture a neurodiversity smart workplace



Did you know **1 in 7 people** in the UK are **neurodivergent**?

What is neurodiversity?

Neurodiversity refers to the diversity of all people, but it is often used in the context of autism spectrum disorder (ASD), as well as other neurological or developmental conditions such as ADHD or Dyslexia, Dyspraxia, and those who experience overlapping or co-occurring differences.

Neurodiversity is a competitive advantage

Did you know that neurodiversity can be an asset? Take a look at some of the benefits neurodiverse people bring to the workplace.

Novel problem solving

Unique perspectives

Productivity

Innovation

Neurological differences shape how people think and process information. These differences are **natural variations to the human genome** which don't need to be "fixed", instead they need to be understood and accommodated.

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Recruit with neurodiversity in mind

Write inclusive job descriptions when hiring and avoid generic requirements like "confident communicator" or "highly organized".

Consider giving candidates the interview questions in advance so they can think about their answers and reduce stress.



Prioritize open communication

A workplace environment where employees can share their thoughts and ideas without fear of repercussion builds a culture where everyone, no matter their communication style, can thrive.

Create a user manual for each member of your team, explaining their communication style and how they work best. Train your teams on neurodiversity to increase understanding between employees and build better communication.



Create a flexible and supportive environment

Inclusion starts with understanding more about neurodiversity in the workplace, and making it clear that you can provide support if it's needed. Providing accommodations like flexible seating or quieter spaces in an office to help with sound sensitivity.



Build teams based on difference, not uniformity

In sports like rugby, consideration is taken to include both the fastest runner and the highest kicker, to blend unique and specific strengths.

A neurodiversity smart workplace builds on the unique strengths of all its employees, to create diverse teams that benefit the whole company.

