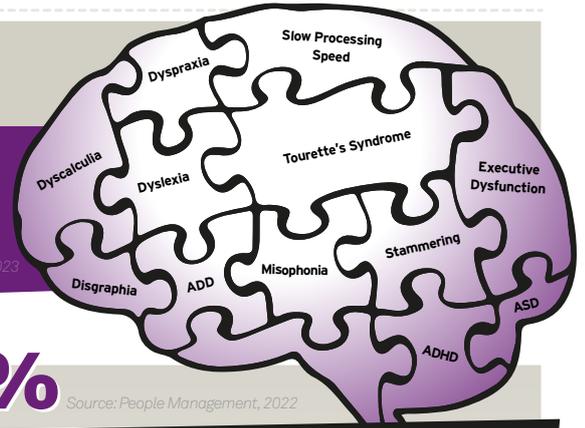


# Building a Neurodiverse Workplace

Neurodivergent people experience, understand and interact with the world in unique ways.

Although sometimes seen as weaknesses, these differences can actually be **strengths**.

**15-20%**  
of the population are neurodivergent. Source: The Guardian, 2023



## RECRUITING NEURODIVERSE PEOPLE

Unemployment rates among neurodivergent people run as high as

**40%**

Source: People Management, 2022

**Tips** for recruiting neurodiverse people:

- Send interview questions ahead of time.
- Review job descriptions for biased language.
- Include breaks or opportunities to move around.

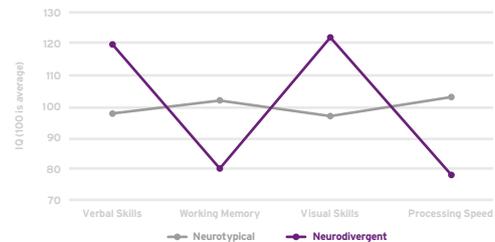
## MAKING ADJUSTMENTS AND RAISING AWARENESS

**Masking:** to hide or disguise parts of oneself in order to better fit in with those around you. Source: National Autistic Society

We all need to recognise neurodiversity and highlight the need for more resources and support for neurodiverse individuals.

## SUPPORTING AND RETAINING NEURODIVERSE PEOPLE

Being neurodivergent means having a brain that **excels in certain areas while finding others more challenging**. It's important to move away from the stigma and focus on highlighting the **advantages and strengths of neurodiverse minds**.



Source: Doyle N. Neurodiversity at work

### DYSLEXIA

**10%** of the population are believed to be dyslexic.

Source: British Dyslexia Foundation, 2023

Dyslexia is a learning difficulty that affects **information processing**, and primarily affects reading and writing skills.



Many dyslexic people have strengths in reasoning and in more visual or creative tasks.

### ATTENTION DEFICIT HYPERACTIVITY DISORDER (ADHD)

Around **6.8%** of adults worldwide have symptomatic ADHD.

Source: Forbes, 2023

ADHD is a condition that affects **behaviour**. Common symptoms include:

- Impulsiveness
- Feeling restless
- Difficulty focusing and completing tasks



However, people with ADHD are often highly creative, energetic and able to hyperfocus to work more efficiently than neurotypical people.

### AUTISM SPECTRUM DISORDER (ASD)

More than **1 in 100** people are on the autism spectrum. Source: National Autistic Society, 2023

ASD is a **developmental disability** caused by differences in the brain. People with autism can struggle with social interaction, and often have very repetitive, restrictive interests and behavioural routines.



Some autistic strengths include:

- Attention to detail
- Visual perception
- Creativity
- Expertise in 'niche' areas
- Mathematical or technical abilities

