How To Be Neuro-Inclusive Throughout The Employee Lifecycle: An Overview

Recruitment
- Make job adverts and JD’s simple and accurate
- Ask applicants what they need
- Adjust your interview/assessment process

Onboarding
- Provide information on the work environment prior to the first day
- Create a jargon handbook
- Take time to ask and understand individual challenges and strengths

Performance Management
- Identify skills gaps and implement initiatives to close these
- Closely monitor changes in performance
- Provide regular check-ins and mentorship opportunities

Development
- Set stretching goals and projects with adequate support
- Involve neurodiverse employees in key project teams
- Train for growth by asking employees what they want/need

Retention
- Keep the work environment optimal and stable
- Understand what engages and motivates neurodiverse employees
- Ensure that your workplace culture is open, supportive and inclusive

Change
Approaching change in a neuro-inclusive way should underpin all elements of the employee lifecycle.
- Include neurodiverse employees in change programmes
- Give notice of changes and be clear on future expectations
- Utilise different communication channels to ensure accessibility for all