

Neurodiversity at Work



Did you know that
1 in 7 people are
neurodivergent?











Understanding Neurodiversity: Key Terms

Neurodiversity	The idea that not all brains think or feel in the same way and that everyone, whether they are neurotypical or neurodivergent, should be treated equally.
Neurotypical	An individual's brain functions and processes information in the way society expects.
Neurodivergent	An individual's brain functions, learns and processes information differently from the way society expects it to. Common neurodivergent conditions include Autism Spectrum Disorder (ASD), Attention Deficit Hyperactivity Disorder (ADHD), Dyslexia, Dyspraxia, Dysgraphia, Dyscalculia and Tourette's Syndrome.

How neurodivergence might affect a colleague at work

-  Procrastination
-  Energy levels
-  Arithmetic ability
-  Memory ability
-  Sense of direction
-  Vision and hearing
-  Concentration and focus
-  Spelling, reading and writing
-  Social interaction and communication
-  Organisation, planning and/or maintaining a schedule

The benefits of a neurodiverse workforce

-  Lateral thinking
-  Strategic analysis
-  Quality assurance
-  Employee engagement
-  Creativity and innovation
-  Sustained attention to detail
-  Bringing a different perspective
-  Consistency in tasks once mastered
-  Information processing advantage
-  Strong problem-solving and spatial reasoning capabilities