

5 THINGS YOU SHOULD KNOW ABOUT NEURODIVERSITY

IN THE WORKPLACE

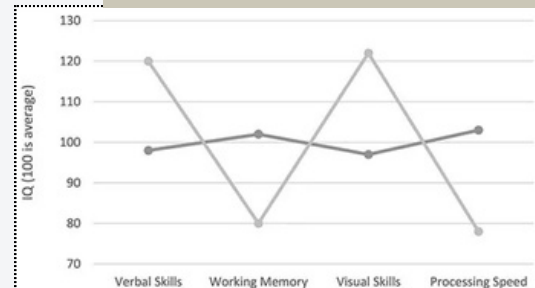
Universal Design is Good for Everyone



Many of the accommodations that neurodiverse workers need, like clear and specific communication or quiet sensory spaces, can benefit the entire organization. Making the workplace accessible for those that are neurodivergent helps everyone.

Neurodivergent people tend to have “spiky” ability profiles, meaning they excel in some areas, but struggle deeply in others. On the surface, it may look like slacking given their apparent strengths; however, it could be a true deficiency.

“Spiky” Abilities



Source: <https://stimpunks.org/glossary/spiky-profile/>

You May Not Know...

...neurodivergence can be congenital or acquired. Some are born with disorders like ADHD, dyslexia, or autism. Others acquire conditions like mood disorders, PTSD, or brain injuries. In all cases, if not treated properly, they can impact an employee's well-being or performance.

...that the percentage of the population receiving diagnoses is climbing as we begin to understand how these disorders manifest, especially in adults, women, and people of color. It doesn't mean someone is making things up; it simply reflects a deeper understanding.

...that you don't know! Only 21% of workers that are neurodivergent disclose to HR, and it is usually only when they need help. And it's important to remember that accommodations are not favors - they level the playing field and allow an employee to do the job that they were hired for.