



Neurodiversity Awareness Session for Line Managers - A Summary

A summary and examples are provided below, it is important to remember everyone's experience is unique and support will need to be tailored.

Neurodiversity is an umbrella term which captures a number of Specific Learning Difficulties, developmental or acquired difficulties including: Dyslexia, Dyscalculia, DCD/Dyspraxia, Autism, ADHD.

Dyslexia

Strengths

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|---------------------------------|----------------------------------|
| • Verbal communication | • Good people skills -empathetic |
| • Determined | • Visual thinker |
| • Creative and Original thinker | • Long-term memory |
| • Problem solver | • Flexible and adaptable |
| • Seeing the big picture | • Practical |

Dyslexia at Work

Impact at Work

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| • Reading documents, training manuals and emails | • Literacy software - grammar, spelling, homophones |
| • Listening and taking notes | • Note pad for reminders, making notes |
| • Following verbal instructions | • Meeting agenda in advance /Summary of meeting |
| • Structure and organisation of written work | • Verbal instructions followed up with bullet points in an email |

Strategies

• Concentrating with background noise	• Text to speech/speech to text software
• Presenting and reading aloud	• Font size 12+ Dyslexic friendly i.e. sans serif fonts, dyslexie
• Co-ordination, left/right	• Mind Mapping software
• Confidence/self-esteem	• Extended deadlines

Dyscalculia

Strengths	
• Verbal communication	• Exceptional literacy skills
• Strategic thinker	• Intuitive thinker
• Creative	• Practical
• Problem solver	

Dyscalculia at Work

Impact at Work	Strategies
• Struggle with data sets and representations in numbers	• Provide visual representation i.e bar or pie charts
• Difficulty conceptualising what numbers mean i.e. large or small, estimating quantity	• Explain in words
• Difficulty with keying in numbers on security pad	• Consider finger print or coded electronic key
• Struggles with calculation on calculator	• Speaking calculator

Autism

Strengths	
• Attention to detail	• Expertise
• Ability to remain focused	• Integrity
• Creative	• Ability to retain information

Autism at Work

Impact at Work	Strategies
<ul style="list-style-type: none"> • Social communication 	<ul style="list-style-type: none"> • Avoid ambiguous language
<ul style="list-style-type: none"> • Adapting to changes in routine 	<ul style="list-style-type: none"> • Avoid hotdesking
<ul style="list-style-type: none"> • Sensory overwhelm 	<ul style="list-style-type: none"> • Fixed hours of work
<ul style="list-style-type: none"> • Feelings of intense emotion 	<ul style="list-style-type: none"> • Notify changes in advance
<ul style="list-style-type: none"> • Repetitive actions 	<ul style="list-style-type: none"> • Bullet point actions to take away
<ul style="list-style-type: none"> • Literal interpretation 	<ul style="list-style-type: none"> • Support buddy
<ul style="list-style-type: none"> • Camouflaging/masquing 	<ul style="list-style-type: none"> • Quiet space

Dyspraxia/DCD

Strengths

<ul style="list-style-type: none"> • Long term memory 	<ul style="list-style-type: none"> • Detail focused
<ul style="list-style-type: none"> • Creative thinking 	<ul style="list-style-type: none"> • Empathetic
<ul style="list-style-type: none"> • Determined and resilient 	<ul style="list-style-type: none"> • Enthusiastic

Dyspraxia/DCD at Work

Impact at Work	Strategies
<ul style="list-style-type: none"> • Spatial awareness 	<ul style="list-style-type: none"> • Voice to text/text to voice software
<ul style="list-style-type: none"> • Time management 	<ul style="list-style-type: none"> • Mind mapping software
<ul style="list-style-type: none"> • Organising and Planning 	<ul style="list-style-type: none"> • Colour code
<ul style="list-style-type: none"> • Fine motor coordination 	<ul style="list-style-type: none"> • Extended time to practice new skills/tasks
<ul style="list-style-type: none"> • Forgetful/losing items 	<ul style="list-style-type: none"> • Ergonomic equipment
<ul style="list-style-type: none"> • Short term memory 	<ul style="list-style-type: none"> • Permanent desk set up
<ul style="list-style-type: none"> • Learning new tasks 	

ADHD

Strengths

• “Hyperfocus”	• Willing to take risks
• Energy	• Good in a crisis
• Spontaneous and flexible to changes	• Motivated by short term deadlines - working in sprints
• Creative idea	• Eye for details

ADHD at Work

Impact at Work	Strategies
• Impulsive	• Working in sprints/chunks
• Time management	• Mind mapping software
• Disorganisation and planning	• Structure day
• Difficulty multitasking	• Flexible start and finish
• Forgetful/losing items	• Planning software
• Short term memory	• Written instructions
• Poor focus - easily distracted	• Buddy

Neurodiversity at Work: Considerations

Legal Protection: Equality Act 2010, Public Sector Equality Duty	Changes in Perception ‘otherness’ as a positive
To disclose or not to disclose (must be voluntary)	Support through ‘Reasonable adjustments’
Low confidence/self-esteem/anxiety/mental health	Manager can: Listen, be open, honest, empathetic, understanding
Foster an inclusive culture within your team and wider	Champion Diversity

Support Available

Through HR Referral to PAM OH	Workplace Needs Assessment
Awareness Training	Coaching and Co-coaching
Assistive technology	Training to use assistive tech