

The wellbeing & neurodiversity solutions provider



Group Session

Neurodiversity: Current Landscape, Support, and Workplace Strategies - A Summary

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

Examples of strengths and difficulties at work

Strengths	Difficulties
<ul style="list-style-type: none"> • Verbal communication 	<ul style="list-style-type: none"> • Distracted & difficulty concentrating
<ul style="list-style-type: none"> • Determined 	<ul style="list-style-type: none"> • Memory - forgetting what you have just read
<ul style="list-style-type: none"> • Creative and Original thinker 	<ul style="list-style-type: none"> • Struggle with organising desk space
<ul style="list-style-type: none"> • Problem solver 	<ul style="list-style-type: none"> • Difficulties getting thoughts down in writing
<ul style="list-style-type: none"> • Analytical 	<ul style="list-style-type: none"> • Clumsy - always bumping into things
<ul style="list-style-type: none"> • Empathetic 	<ul style="list-style-type: none"> • Tasks take longer to complete compared to peers
<ul style="list-style-type: none"> • Productive 	<ul style="list-style-type: none"> • Require repetition of instructions
<ul style="list-style-type: none"> • Visual thinker 	<ul style="list-style-type: none"> • Difficulty with taking down telephone numbers correctly
<ul style="list-style-type: none"> • Flexible and adaptable 	<ul style="list-style-type: none"> • Extra time to learn and embed new ways of working
<ul style="list-style-type: none"> • Long-term memory 	<ul style="list-style-type: none"> • Took a few times to pass driving test

Considerations

To disclose or not to disclose	Legal Protection Equality Act 2010
'Reasonable adjustments'	Changes in Perception

Workplace Strategies

Small cost-effective strategies. For more tailored strategies a workplace needs assessment may be required.

Plan day at the start	MS Office Accessibility functions: Text to Speech, Screen Tint, Speech to Text, Text Reader
Plan for next day at the end	Make use of a task reminder, diary
Turn on 'live captions' in MS Teams or Zoom	Make bullet point notes of priorities
Plot time line on Excel spreadsheet - colour code	Note pad to jot items down as remember them
Change font to Arial, Calibri, Comic Sans, Dyslexie	Draw a mind map
Ask for meeting notes	Do not disturb sign on desk
Work in sprints (25 mins)	Create document templates
Increase font size 12+	

Skill sets required at work are changing, people who are neurodiverse already have a number of the qualities and characteristics of job skill requirements for the future. ('Change in Demand for Core Work-Related Skills' World Economic Forum report 2016).

PAM

One to One confidential Well-Check sessions up to 60mins:

- Workplace Needs Assessments
 - workplace adjustments
 - assistive technology
 - coaching
 - co-coaching
- Counselling
- Employee Assistance Program