

# CREATING A NEUROINCLUSIVE WORKPLACE

## Physical Workplace Accommodations

The physical workplace design can impact neurodivergent individuals' productivity. Adjustments such as quiet spaces and softer lighting can make an enormous positive difference.

## Assistive Technologies

Various assistive technologies can be useful, such as text to speech software and project management tools. Organisations should encourage collaboration between management and IT departments for inclusive technology access.

## Operational Changes

Flexible hours, clear instructions, task deadlines, and regular feedback are key adjustments for optimising productivity and support for neurodivergent employees in the workplace.

## Feedback and Communication

Neurodivergent employees may process feedback differently to neurotypical employees. Employers should be mindful in their communications, and well versed in a variety of feedback methods to best connect with individual employees.

## Recruitment and Development Processes

Workplaces should seek to integrate neurodiversity into their DEI strategies, emphasising neuroinclusion in job advertisements, and offer more assessment methods than a single, formal interview.

## Career Support

It is crucial to create neuroinclusive mentoring programs for a diverse range of employees, and create tailored training plans to help individuals flourish in their careers.

## Disclosure

Many neurodivergent employees hesitate to disclose a diagnosis due to fears of stigma, confidentiality, and career implications. Disclosure should not be forced and accessibility measures should be available without a requirement to disclose neurodivergence.