



Supporting neurodiversity in YOUR workplace



It's estimated that 1 in 7 people in the UK are neurodiverse. Neurodivergent individuals are at increased risk of poor mental health & well-being due to a lack of support or recognition, both socially and in the workplace.

This one-pager is designed to give you some basic information so you can start your journey towards creating a culture of inclusion within the workplace.

NEURO DIFFERENCE	WHAT IT IS	NOTICEABLE STRENGTHS	POTENTIAL CHALLENGES	SUPPORT TO TRY
Autism	Social-communication differences, sensory sensitivity	Attention to Detail, Focused Interests, Strong long-term Memory, Logical Thinking	Difficulty with social dynamics in the workplace Sensory sensitivities to environment Need for structure and predictability	Clear & explicit communication about expectations Create a quiet space Establish clear routines & expectations
ADHD	Attention difficulties, hyperactivity, impulsivity	Hyperfocus High Energy and Enthusiasm Flexibility and Adaptability Spontaneity and Quick Thinking	Maintaining focus & attention Impulsivity and difficulty with self-regulation Organising and prioritising tasks	Break tasks down into manageable chunks Training in self-regulation techniques Provide task management tools
Dyslexia	Reading and language challenges	Problem-Solving Big-Picture Thinking Pattern Recognition Critical Thinking	Reading & written communication Spelling & proof-reading Slower reading speed	Allow for alternative forms of communication Encourage use of spelling & grammar tools Provide summarised reading materials
Dyspraxia	Motor co-ordination difficulties	Unique Approach to Challenges Creativity Problem-Solving Emotional Intelligence and Empathy	Fine motor skills Co-ordinating multiple tasks Co-ordinating complex physical movements Spatial awareness	Provide ergonomic tools Breakdown complex tasks Allow for additional time to complete Provide clear signage & visual cues
Dyscalculia	Math & number processing issues	Problem-Solving Persistence and Resilience Logical Thinking Outside-the-Box Problem Solving	Numerical calculations Estimating Mental arithmetic Interpreting visual representation of numbers eg graphs	Provide digital tools Offer training in data analysis Allow the use of physical aids Provide written explanations of visual materials
Dysgraphia	Writing and fine motor problems.	Persistence and determination Strong auditory processing Exceptional memory Strong verbal skills	Handwriting legibility Organising thoughts & ideas in writing Spelling & grammar	Provide speech to text dictation Encourage mind-mapping Provide templates or prompts Ensure access to spelling & grammar tools
Tourettes	Involuntary movements, vocal tics	Creativity and Unique Expression Empathy and Compassion Focus and Concentration Perseverance and Determination	Motor & vocal tics Impulse control Social stigma/difficulties due to tic	Allow for flexible seating arrangements Provide education to other team members Foster a supportive & inclusive team culture

Everything you do should be tailored to the individual's specific needs and preferences, so open and ongoing communication with them is essential to determine the best way to ensure their comfort and success in your workplace.

To learn more, and to find out how Thrive can support you to create a Neuro-inclusive culture please visit www.itstime2thrive.co.uk or call us on 07521889468