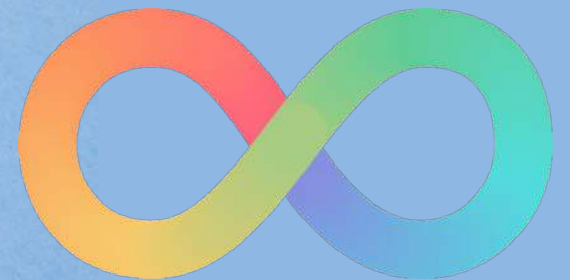




# Embracing Neurodiversity

NEURODIVERSITY





# Agenda

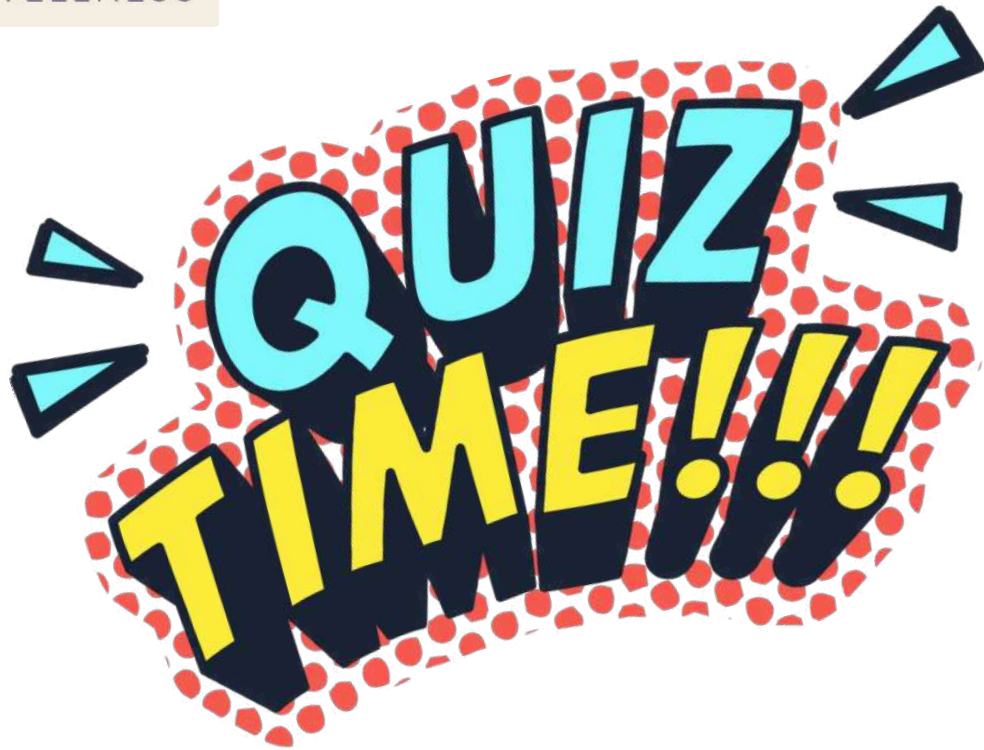
## Embracing neurodiversity

What is neurodiversity?

The positive impact of neurodiversity

Challenges faced by neurodivergent individuals

Creating inclusivity and celebrating individuality



1. What percentage of the global population is estimated to be neurodivergent?

- a) 1-5%
- b) 15-20%
- c) 70-80%

2. What percentage of neurodivergent employees said they feared disclosing their condition for fear of discrimination or judgement from management?

- a) 65%
- b) 40%
- c) 12%

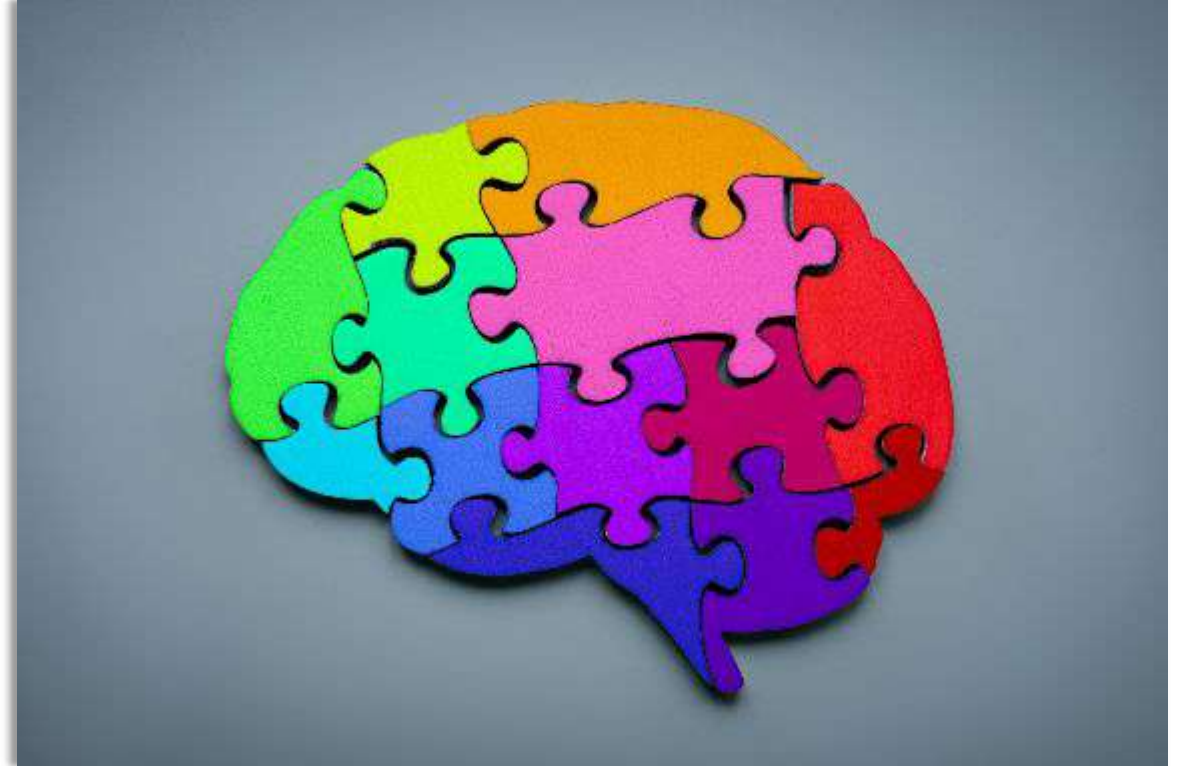
3. What percentage of neurodivergent adults are unemployed globally?

- a) 5-10%
- b) 10-20%
- c) 30-40%





# What is neurodiversity?





# Definition of neurodiversity

*“Neurodiversity is the acknowledgment and acceptance of the **natural variation in neurological traits and functions within the human population**, emphasising that differences associated with conditions like autism, ADHD, and dyslexia **are part of the spectrum of human diversity**, each with unique strengths and perspectives.”*

# Terminology



Word/term	Definition
Neurodiversity	<p><b><u>Definition:</u></b> A concept that recognises and celebrates the natural diversity of neurological differences in the human population. It emphasises acceptance and accommodation rather than normalisation or ‘cure’.</p> <p><b><u>Usage:</u></b> Often used as an umbrella term to describe the collective presence of various neurotypes.</p>
Neurodiverse	<p><b><u>Definition:</u></b> An adjective used to describe a group or environment that includes a variety of neurological differences and embraces diversity within the neurodivergent community. It encompasses a broad range of neurodivergent experiences.</p> <p><b><u>Usage:</u></b> Used to highlight the overall diversity of neurological conditions.</p>
Neurodivergent	<p><b><u>Definition:</u></b> An adjective used to describe individuals whose neurological development and functioning differ from the societal norm. It is embraced by those with conditions like autism, ADHD, dyslexia, etc.</p> <p><b><u>Usage:</u></b> Specific term for individuals within the neurodiverse community.</p>
Neurotypical	<p><b><u>Definition:</u></b> An adjective which refers to individuals with typical neurological development.</p> <p><b><u>Usage:</u></b> Used to describe those without neurodevelopmental conditions or often used in discussions about neurodiversity to contrast typical and atypical neurological profiles.</p>



# Neurodivergent vs. Neurotypical



## Neurodivergent

- Diverse neurological traits
- Varied cognitive styles
- Varied strengths & challenges
- Different sensory experiences



## Neurotypical

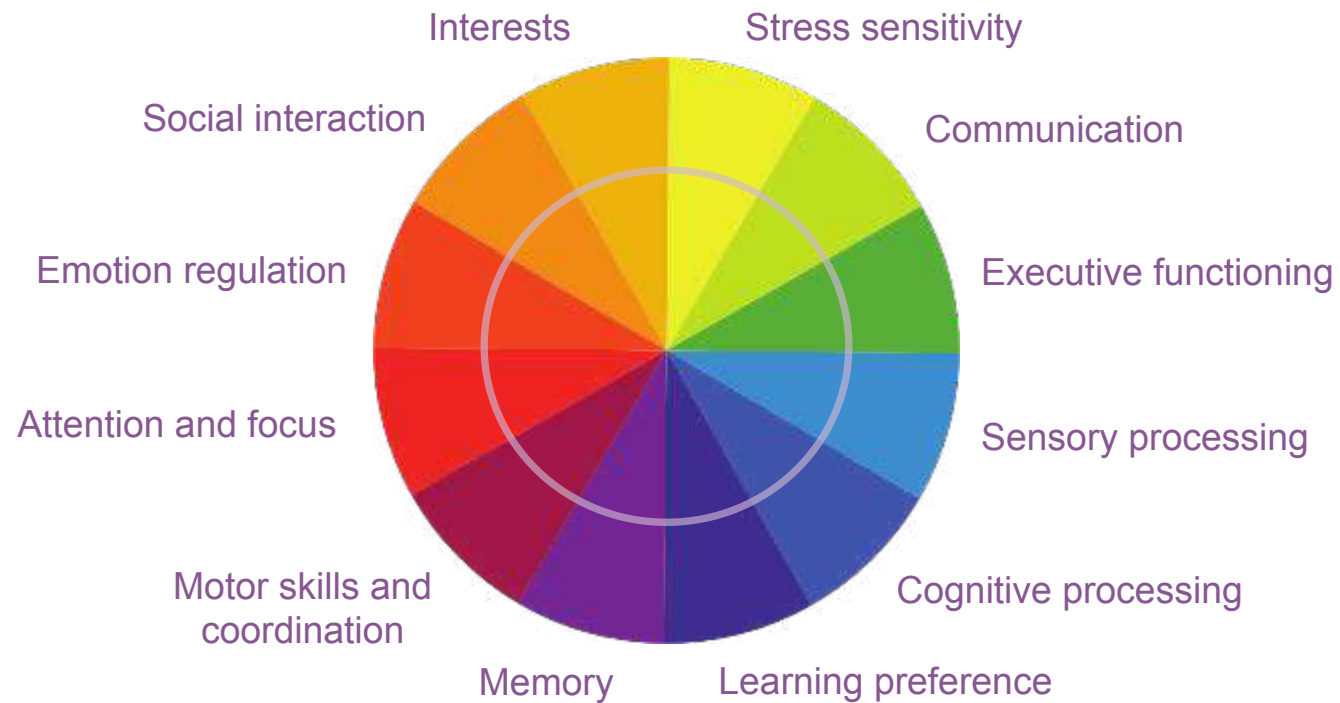
- Typical neurological development
- Standard cognitive styles
- Strengths & challenges that align with societal norms
- Typical sensory experiences



**This is what people think neurodiversity is:**



**What it is more similar to:**





# Masking: what is it?

Masking is a **cop**ing strategy employed by neurodivergent individuals, involving the **suppression or alteration of natural behaviours** to conform to societal expectations.

While masking can help navigate certain environments, it may come at a **cost to mental health and wellbeing**, as it requires **significant cognitive effort** and emotional energy.





# Neurodiverse conditions



# The impact of diagnosis

## Pros

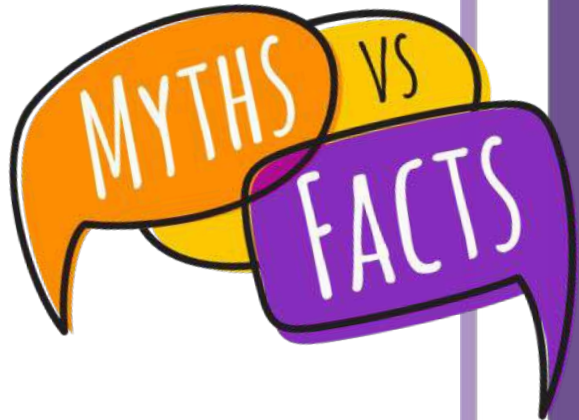
- Relief & validation
- Increased self-awareness
- Access to support & resources
- Positive transformation & growth

## Cons

- Skill regression
- Un-masking
- Stigma & social challenges
- Navigating work
- Struggles with identity

**Note:** *Individuals who do not yet have a formal diagnosis may still self-identify or recognise themselves as neurodivergent. This self-identification deserves respect, as there are significant barriers to receiving a formal diagnosis.*

# Dispelling Myths: True or False?



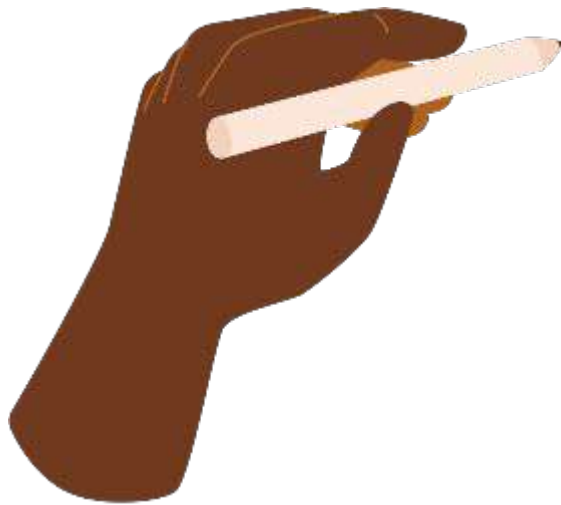
1. Neurodivergent conditions are solely deficits.
2. Successful careers are achievable for neurodivergent individuals.
3. Neurodivergent conditions can and should be 'cured.'
4. Neurodivergent individuals lack intelligence.
5. Neurodivergent individuals often possess unique skills and talents.
6. Neurodivergent individuals contribute valuable perspectives to society.
7. Neurodiversity emphasises the deficits associated with diverse neurological traits.





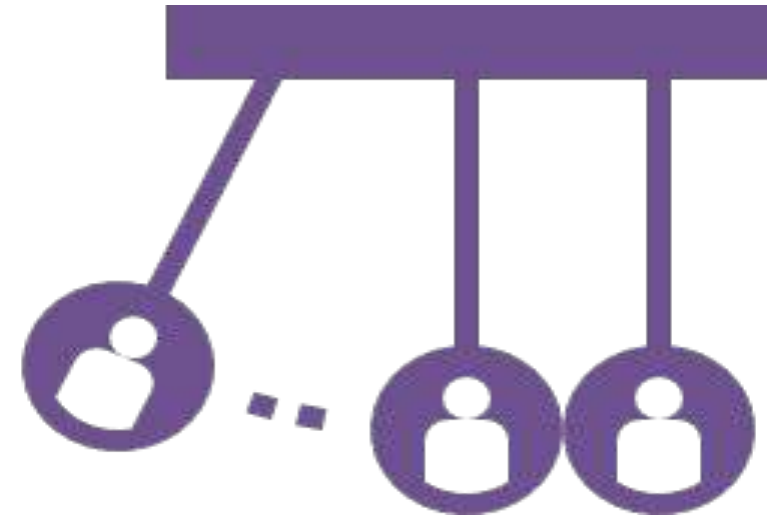


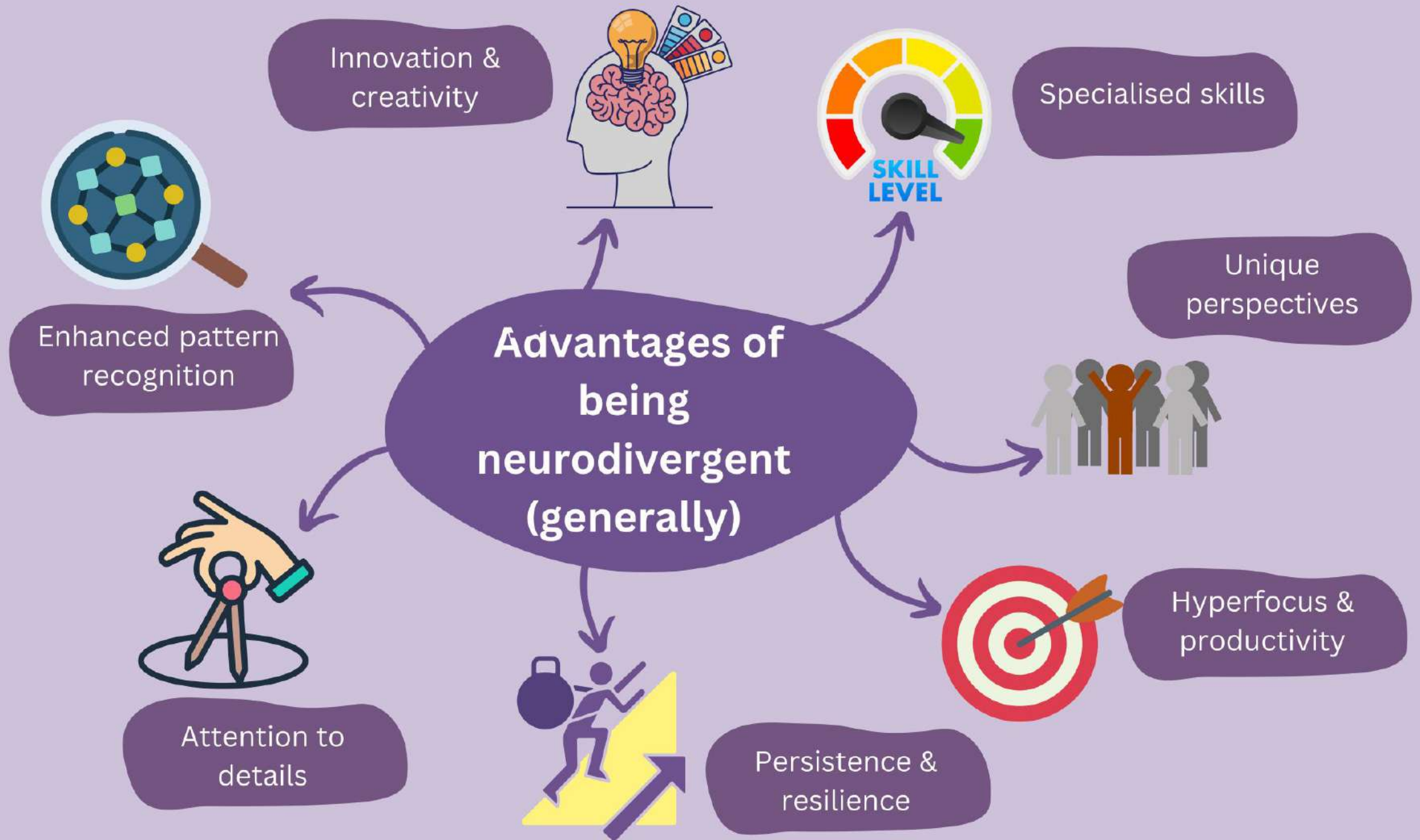
# Why has the prevalence increased in recent years?





# What is the positive impact of neurodiversity?





# Benefits of neurodiversity in the workplace

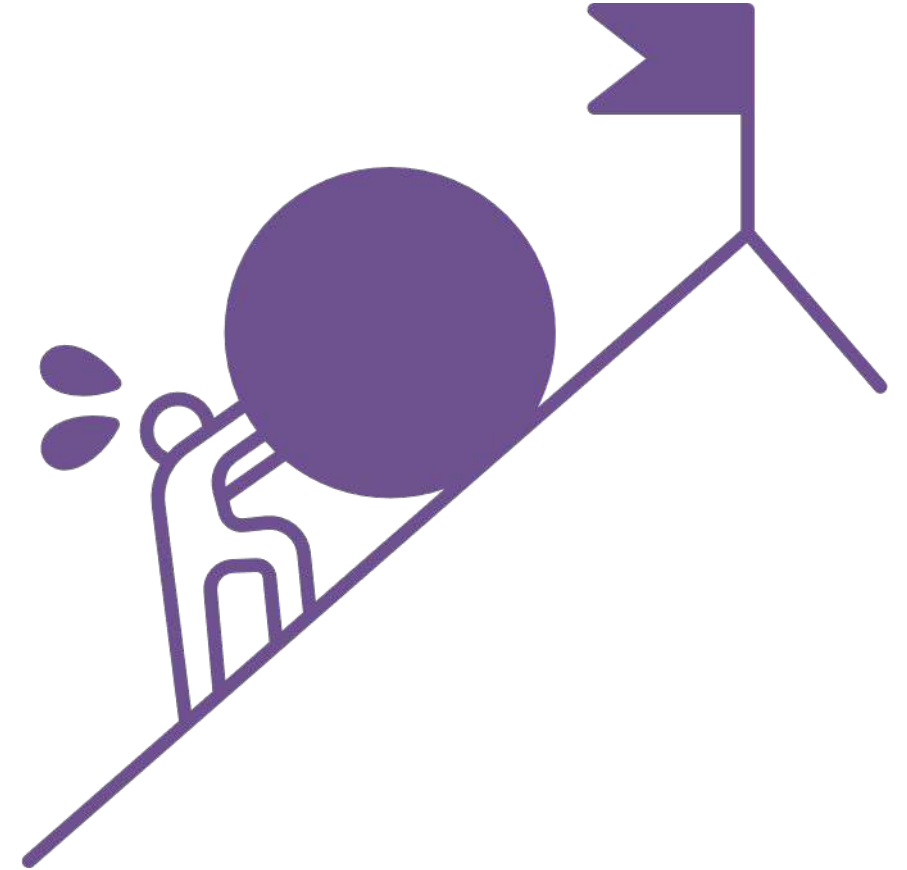
- ☒ Attention to detail
- ☒ Increased creativity
- ☒ Improved innovation
- ☒ Improved productivity
- ☒ Diverse perspectives
- ☒ Increased problem-solving
- ☒ Enhancing team dynamics & collaboration







**What are the challenges faced by neurodivergent individuals?**

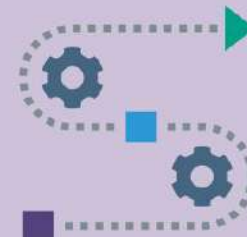


**Challenges faced by  
neurodivergent  
individuals  
(generally)**

Sensory  
sensitivities



Executive function  
difficulties



Mental health  
challenges



Learning & academic  
challenges



Stigma &  
discrimination



Difficulties with  
change



Emotion regulation  
difficulties



Social &  
communication





# Common challenges faced by neurodivergent individuals in the workplace

Social & communication challenges

Navigating professional development

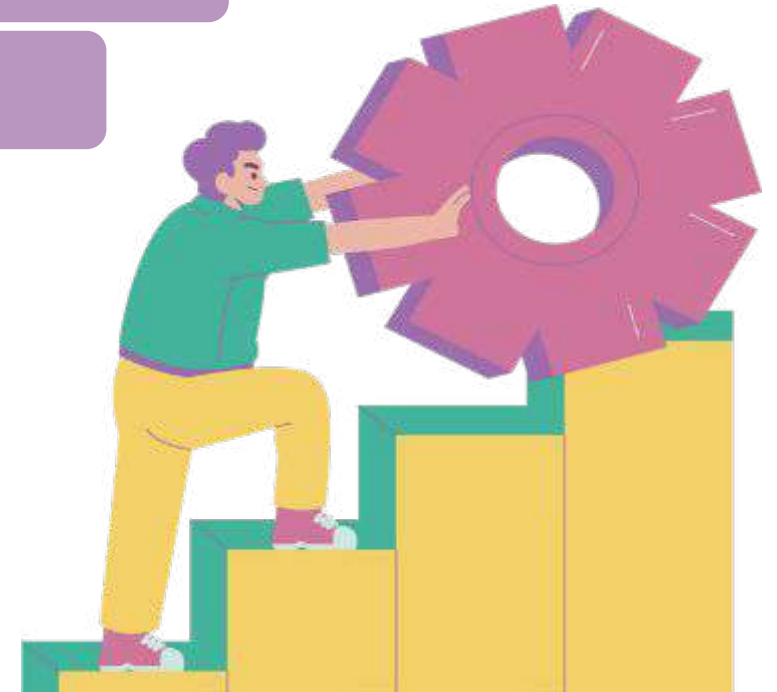
Executive function difficulties

Discrimination & stigma

Difficulty with change

Sensory sensitivities

Mental health





# Challenges: Neurodiversity bias

Neurodiversity bias refers to **the tendency to favour or discriminate** against individuals based on their neurodivergent conditions or neurological differences. It involves preconceived notions, stereotypes, and unfair judgments about people who fall outside the perceived "neurotypical" norm.

Examples of how neurodiversity bias can **manifest** may include:

- Stereotyping
- Prejudice & discrimination
- Microaggressions
- Exclusions
- Inflexibility
- Ignorance







# Summarising the impact on work performance and wellbeing



## Impact on work performance

- Productivity & efficiency
- Task management
- Job satisfaction
- Team collaboration and dynamics



## Impact on wellbeing

- Mental health
- Physical health
- Isolation
- Overall wellbeing



# Success stories



# What can you do **personally** to create inclusivity?



Educate yourself

Offer help & flexibility

Promote inclusive language

Participate in inclusion activities

Active listening

Celebrate differences

Support diverse communication & learning styles

Avoid stereotypes

Be open to different perspectives

Model inclusive behaviour





# Scenario 1



A neurodivergent employee, who prefers written communication, struggles in team meetings where discussions are mainly verbal. The team consistently overlooks this preference, leading to the employee feeling excluded and stressed.





## Scenario 2

An employee with sensory sensitivities is placed in a high-noise workspace without any accommodations. The constant noise negatively impacts their focus and well-being.



## Scenario 3



A neurodivergent employee, who struggles with social interactions, is excluded from team-building activities. This exclusion leads to feelings of isolation and hindered team dynamics.



# Promote a culture which celebrates individuality!

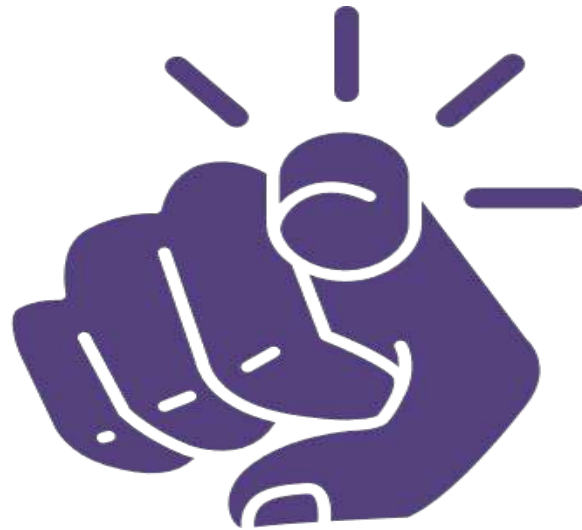
**Embrace diversity, recognise strengths, implement inclusive policies, and foster continuous learning.**

Cultivate a workplace where every individual's unique qualities are not just acknowledged but celebrated, contributing to a culture of empowerment and inclusivity.



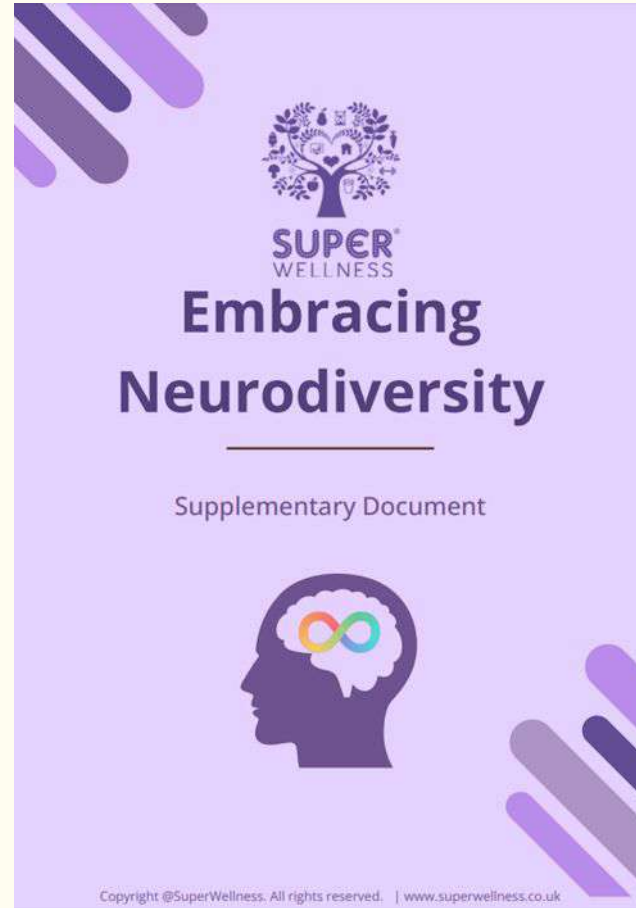


How can **you** contribute to fostering  
inclusivity around neurodiversity?





# Additional Resources







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