

# • 5 tips to becoming a neuro-inclusive employer

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# 5 tips to becoming a neuro-inclusive employer



**Change the narrative of neurodiversity across the organisation**



**Be proactive, not reactive when offering workplace support**



**Consider how the working environment may impact people differently**



**Ensure change is communicated effectively**



**Provide managers support to enable neurodivergent individuals**



## Be proactive not reactive when offering workplace support

1. When support is not put in place to enable individuals with challenges in the workplace, it can impact their performance and wellbeing.
2. Proactively implementing support can ensure that individuals are not disadvantaged at work.
3. The earlier the support is provided the sooner individuals are able to thrive at work!

## Change the narrative of neurodiversity across the organisation

1. Provide company-wide awareness training to help educate staff on what neurodiversity is and the value it can bring to your organisation.
2. Create a platform for neurodivergent voice to be heard – such as an internal network or resource group.
3. Share lived experiences stories of neurodivergent talent within your organisation.



## Consider how the working environment may impact people differently

1. Not everyone can thrive in an open planned office space – be mindful of individual preferences in the workplace.
2. Ensure there are areas to suit everyone's needs – such as quiet zones, away from where people congregate.
3. When designing office spaces, it is important to consider sensory challenges that individuals may experience.





## **Ensure change is communicated effectively, and support an individual's communication preferences**

1. Change can be challenging for some individuals, and can cause some resistance to change – be mindful of this.
2. When changes occur, it is important to communicate the change early as possible and give reason for the change.
3. Communicate change in the style that suits an individual's communication preference(s).

## **Provide managers support to enable neurodivergent individuals to be empowered in the workplace**

1. Empower line managers with the resources they require to provide effective support.
2. Ensure managers are aware of the support processes available, and what they are able to agree with employees, and what may require further sign-off/investigation.
3. Provide guidance for managers on how to develop a psychologically safe environment for their teams.

