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# EMBRACING NEURODIVERSITY

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## WHAT IS NEURODIVERSITY?

**Neurodiversity** refers to the natural differences in how our brains work and interpret information.

A person whose brain functions in the way society expects is considered **neurotypical**.

Being **neurodiverse** (or neurodivergent) means their brain functions differently from how we might expect.

With **1 in 7 people being neurodivergent**, our training can benefit your organisation to harness the power of neurodiversity and transform your people management practices for greater inclusivity and success.

**SCAN ME  
TO UNLOCK  
YOUR FULL  
POTENTIAL**



**N**

### **Non-judgemental approach**

Create an inclusive culture that recognises and approaches neurodiversity without judgement or jumping to conclusions

**E**

### **Educate employees**

Provide training and educational resources for all employees to increase awareness and understanding of neurodiversity

**U**

### **Unwritten rules**

Consider how many unwritten rules there are at your organisation and foster an environment that encourages open communication

**R**

### **Resources/reasonable adjustments for all**

Many resources and adjustments are free, and offering them to all staff promotes inclusivity and can benefit all neurotypes

**O**

### **Overcoming obstacles**

Identify and address the obstacles that someone may face in the workplace. Seek to understand how they are affecting that person and provide support and strategies to navigate these effectively

**D**

## **Diverse hiring/intake practices**

Implement inclusive hiring or intake practices that actively seek out and welcome neurodivergent talent, promoting diversity

**I**

## **Inclusive policies and practices**

Ensure policies are inclusive and supportive, addressing issues like performance, flexible working and development opportunities

**V**

## **Visual design and cues**

Simplify visuals using clear, concise text, muted colours and legible fonts. Visual cues supports sensory needs and aids comprehension

**E**

## **Environmental stimuli**

Creating an inclusive environment considering sensory stimuli such as lighting, smells and noise levels to create a supportive setting

**R**

## **Regular feedback and support**

Provide ongoing feedback, coaching and support to ensure professional growth and confidence within the organisation

**S**

## **Software and assistive technology**

Software and assistive technology can aid every neurotype, enhancing communication, comprehension and overall productivity

**I**

## **Individual traits**

Experiences of neurodiverse conditions, and their challenges, can vary greatly. When providing support, explore their individual traits

**T**

## **Tolerate and celebrate**

Move away from the mindset of forcing neurodiverse individuals to conform to neurotypical norms. Tolerate and celebrate differences!

**Y**

## **You can make a difference**

Embrace the power of allyship and be a beacon of support, acceptance, and understanding for neurodiversity. Come to our training to champion neurodiversity in your organisation

**BOOK OUR TRANSFORMATIVE  
NEURODIVERSITY TRAINING TODAY**

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