



Following our [Inclusivity Works](#) Lunch and Learn webinar on 'Neurodiversity Awareness' with Gizem Gokcimen and Patience Zengeya from Genius Within, here's a reminder of some of the useful advice and guidance.

What is neurodiversity?

1 in 7 people are neurodiverse in the UK. Neurodiversity covers conditions ranging from dyslexia and autism through to mental health and brain injuries.

Often neurominorities are told what they are not good at, rather than what they are good at.

Strengths can include:

- Honesty
- Authenticity
- Creativity and mechanical thinking
- Innovative and abstract thinking
- Sensory awareness
- Specialist thinkers
- Identifying patterns and making links

Roles that really maximise these strengths could include IT, coding and analysis through to more creative roles.

Recruitment process

'Why make everyone go through the same system if they are good at different things?'

Can you adapt your processes to allow for individual strengths? Think about the end goal, don't only focus on the process. What does that person need to be able to do in the role? How can they be enabled to show these strengths?

The following can also help:

- Shorter application forms with simple and clear questions
- Video applications to answer key questions
- Send questions prior to the interview and allow applicants to bring their notes
- Consider a work trial instead or as well as an interview



In the workplace

- Identify what support the person needs – ask them what they would like to happen and work backwards
- Assistive technology such text to read
- Workstation adaptations, such as allowing quiet places to do detailed or complex work
- Access to Work can also fund a workplace assessment and awareness training, amongst other support
- Taking a step-by-step approach when assigning tasks, visual reminders and regular breaks can help
- Assign a work buddy and have regular check-ins with line manager

Q&A's

How do we keep up with the language and not be afraid of it?

Follow experts on social media and stay up to date. Awareness training is also available for employers and can be funded by Access to Work.

I like the use of the phrase 'development areas'. It suggests these can be improved, is this correct?

Yes, for many individuals with the right understanding, open communication and support they can build on and improve development areas.

Further support and resources

[Genius Within](#)

[Access to Work](#)

www.inclusivityworks.org

 **Inclusivity Works**

The GEM Project is jointly funded by the National Lottery Community Fund and European Social Fund.