



Inclusively supporting the wellbeing of neurodiverse colleagues in a hybrid world of work

AGENDA

- 🎯 About auticon
- 🎯 Intro to neurodiversity, strengths and challenges
- 🎯 Adapting to the hybrid world of work
- 🎯 Approaching recruiting neurodiverse colleagues



Maria Hamilton
International Training Programme Lead

auticon

AT A GLANCE

A mission-driven social enterprise

Social good: Helps to lift the current full-time employment rate of 16% amongst autistic adults

A majority autistic company – 200+ on the spectrum

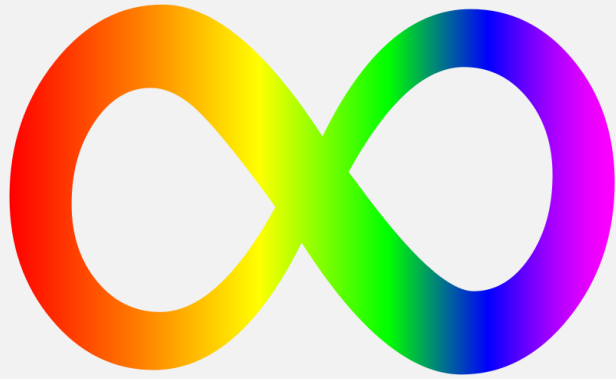


Supported by experienced job coaches and autism advisors

Thought-leaders in neurodiversity, hiring, training and neurodiverse inclusive work environments

Award-winning technology consulting services





Introduction to neurodiversity, strengths and challenges

Understanding neurodiversity

- 🎯 **NEURODIVERSITY / NEURODIVERSE**

How **all** brains are different; we all think differently and have differing cognitive abilities

- 🎯 **NEURODIVERGENT / NEURODIVERGENCE**

A specific neurodevelopmental condition/s which relate to differences how the brains are structured or wired (i.e. Autism, ADHD, Dyslexia, Dyspraxia)

- 🎯 **CORRECT TERMINOLOGY –**

Neurotypical is often used. Instead consider using....not neurodivergent; not autistic, does not have [*autism*]
Use identity first language as generally preferred. Sarah is autistic, not Sarah has autism

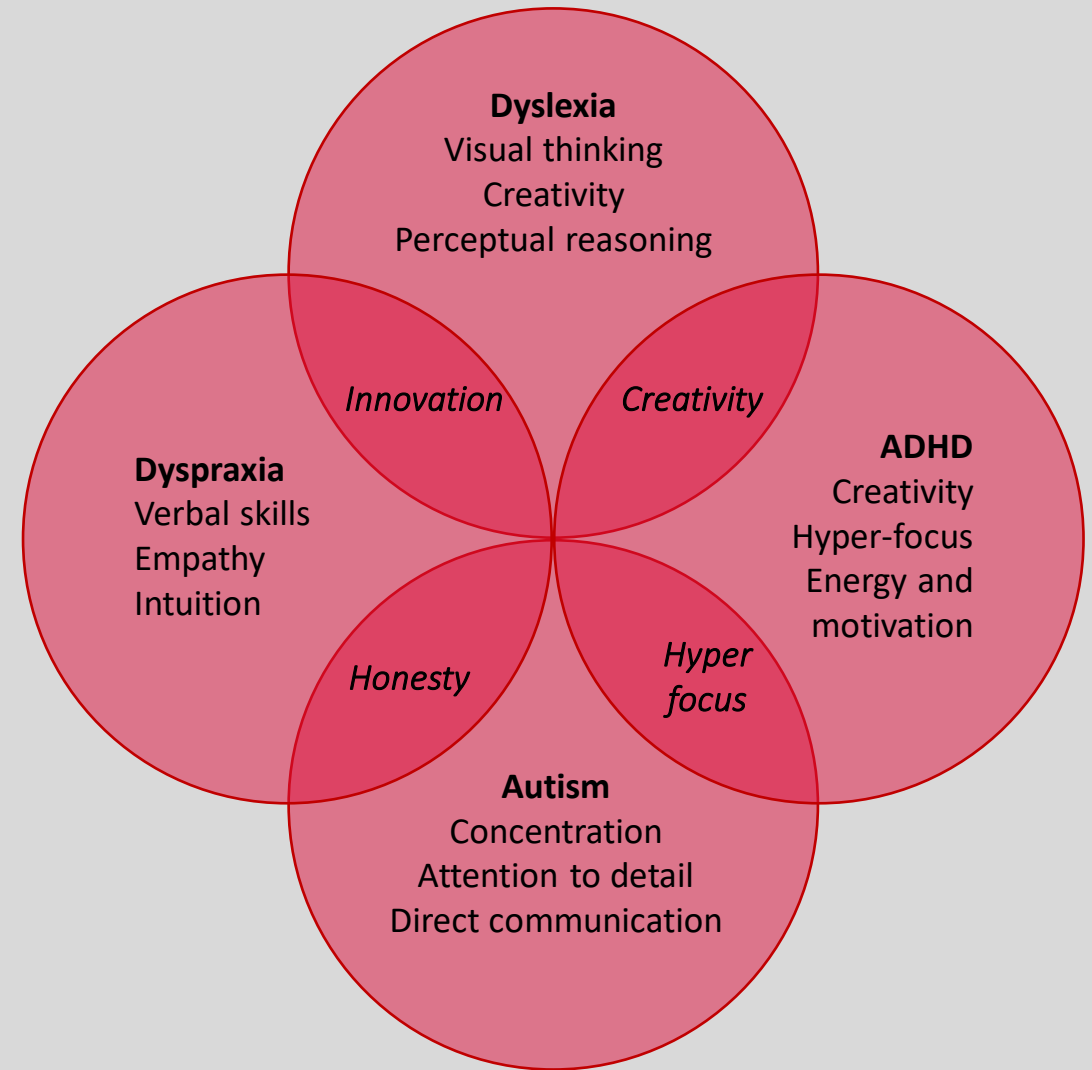
Neurodivergence in the workplace

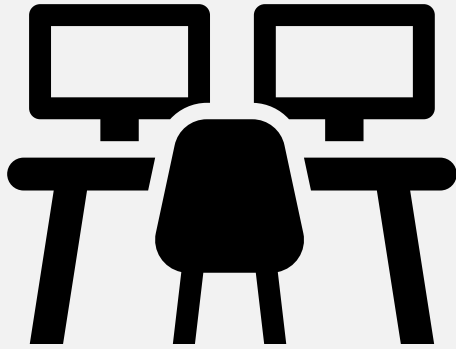
Estimated 15% (1 in 7) of the population are neurodivergent.

Many individuals have co-occurring conditions on spectrum of strengths and challenges.

Supporting neurodivergence is key to maintain staff retention, avoiding burnout and stress.

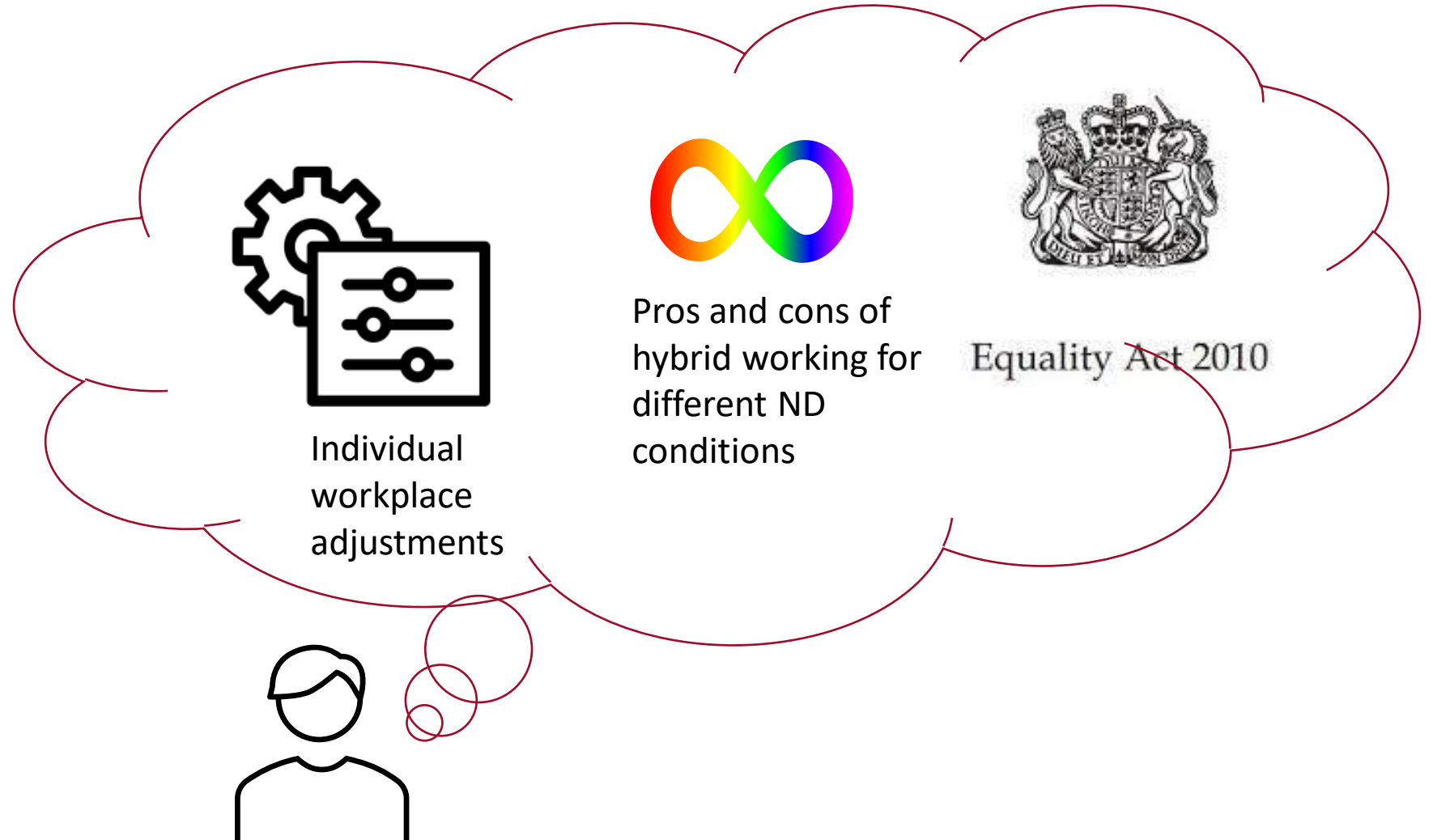
Neurodiversity can support innovation and competitive advantage.



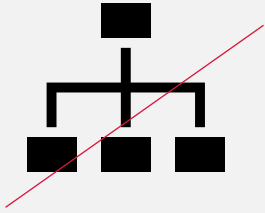


Adapting to the hybrid world of work For neurodivergent colleagues

Hybrid working- considerations for the new norm



Challenges of hybrid working



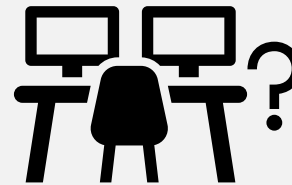
Lack of structure
and routine



Work communication



Burnout - Work creep
into personal time



Office hot desking

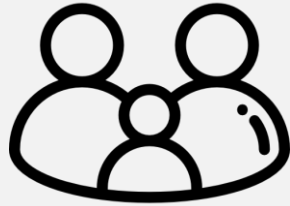


Home office
Environment
challenges

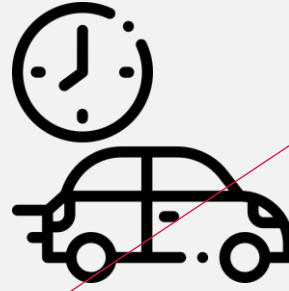
Benefits of hybrid working



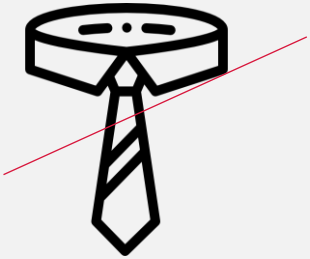
Flexibility of time
and where to work



Support of
family/friends



Avoid commute to
work



Relaxed dress code



Scheduled calls/communication



Supporting neurodivergent colleagues in the hybrid work environment



Workplace environment

Designated workspace at home

Preferred desk at work

Adjustments to support sensory sensitivities at work



Managing day to day work

Clarify prioritisation and schedule of work

Set days for working in office and home

Assistive technology



Communication

Advance notice of meetings and calls

communication preferences for calls/video

Written follow up for calls/meetings

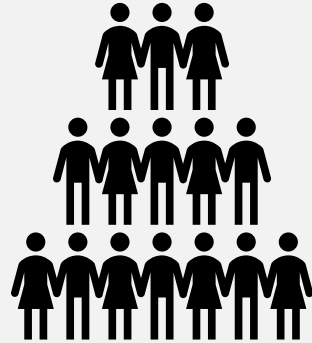


Working pattern

Staggered hours for office commute

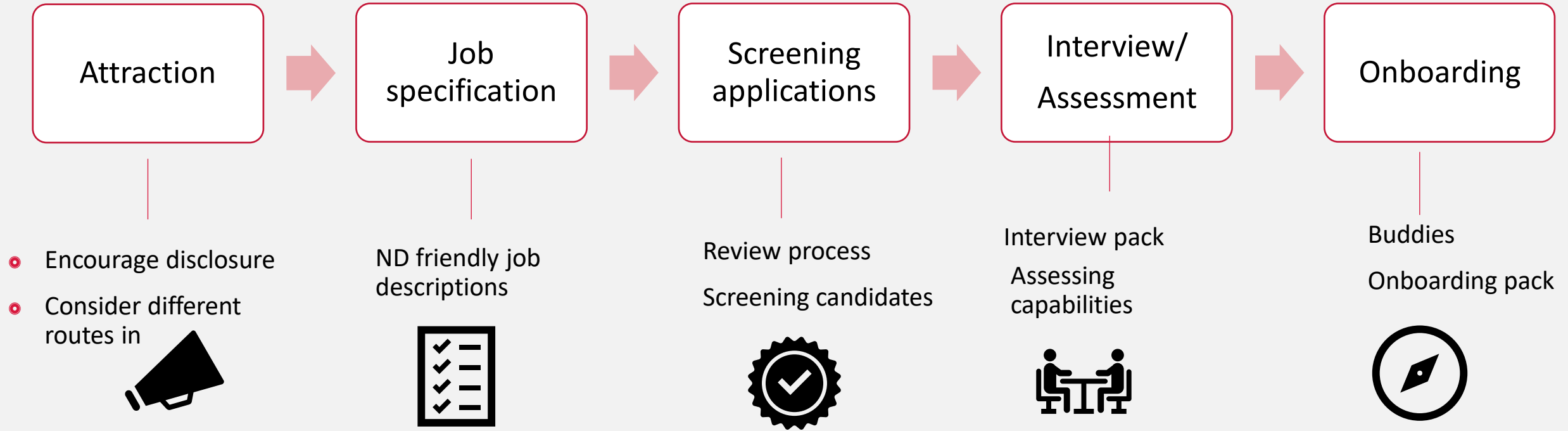
Quieter time for office lunch break

Flexible working to suit ND from sensory/info overload



Approaching recruiting – considerations

Key considerations for neuro-inclusive recruitment



Summary and review

Summary and review

Next steps ?

- 1 What do you do already to support existing or potential neurodiverse colleagues in your workplace ?
- 2 What could you do to improve the experience of neurodiverse colleagues working with you ?
- 3 Where could neurodivergent cognitive strengths be used as an asset within your work ?



“ I like to feel useful. Society is made up of people who make something bigger than themselves. And that means work. That means being able to contribute to a shared idea. ”

Tom Cowley, auticon Consultant



Over 10 years experience, employing and supporting 200+ autistic consultants globally into major client technology projects

Contact us

Working with new and existing clients, Maria leads the development and delivery of our training services working with local teams across the auticon group. Please get in touch if you would like to find out more about our IT consultancy work or our training programme

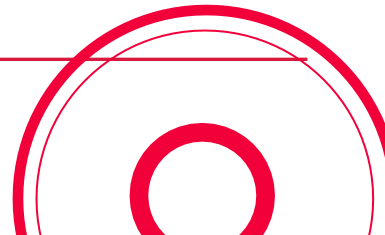


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Thank You



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Guardian

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THE SCOTSMAN

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Times

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MORNING**

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