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**Links, tips and resources shared in the chat during our
9th March 2023 webinar**

**“How to create a workspace that celebrates and supports
neurodiverse teams”**

Links shared:

Check out these links to Professor Amanda Kirby’s amazing books:

<https://www.koganpage.com/product/neurodiversity-at-work-9781398600249>

<https://uk.sagepub.com/en-gb/eur/neurodiversity-and-education/book281114>

Amanda is also very active on LinkedIn and has a Newsletter (Neurodiversity 101) check out this link out for more info and to subscribe: <https://www.linkedin.com/newsletters/neurodiversity-101-6749245972842446848/>

Stats from Rebecca’s slide 8:

Global stats: Accenture (2020). Getting to Equal 2020: Disability Inclusion.

Business Disability Forum (2020). The Great Big Workplace Adjustments Survey.

www.bdadyslexia.org.uk

TH Study: <https://www.texthelp.com/resources/campaigns/workplace-inclusion-building-the-case-for-neurodiversity/>

Check out the video Rebecca references here: <https://www.youtube.com/watch?v=qTG2wyMHCTI>

Amanda talks about the Do it Profiler tool <https://doitprofiler.com/>

Comments and questions:

Is there a relationship between childhood trauma and neurodivergence?

I was definitely missed, misdiagnosed and told I was too female for a diagnosis. Second time lucky, I was diagnosed.

How do you create an office that supports better if all solutions need to be tailored to individuals?

How do we encourage people to be open about their neurodiversity throughout an interview process or when they join so we can make sure we set them up for success?

Our H & S team banned noise cancelling headphones in case we can't hear the fire alarms. But they are now allowed if you have a disability adjustment passport as a reasonable adjustment

My son refuses to reveal his autism, for fear of missing out - he was socially excluded by lots of "friends" / classmates in school. He refuses to declare his ND in job interviews - what is your advice

I would agree re interviews. I got invited for an informal interview with 24 hours notice. I agreed but realised afterwards I was neurodiverse (had a diagnosis of both ADHD and Autism). When given feedback, I took the opportunity to explain that I may have been at a disadvantage. Unfortunately, the response from the headhunter was that I could have asked for more time - not something with my diagnoses that I'm inclined to do because I'm loathe to cause issues for others

At my workplace - the interview questions are provided a week before the interview to support neurodivergent people but also allow conversation to flow- this is for ALL interviews you don't have to request it

Do we know how many of the 1 in 5 are not aware that they have a condition that might be affecting how they work?

Hybrid working can make a real difference - if the solutions are not packaged in the same way for all

Hybrid working is great but it brings other problems like hot desking!

Thank yous

It's been a great session - thanks so much! Got to dash now.

Thanks so much :)

Thank you!

Thank you everyone, it's been great.

Thank you so much - such a rich session!

Super session! Thanks all!

Thank you!

Thanks for a great session, wish it was longer