

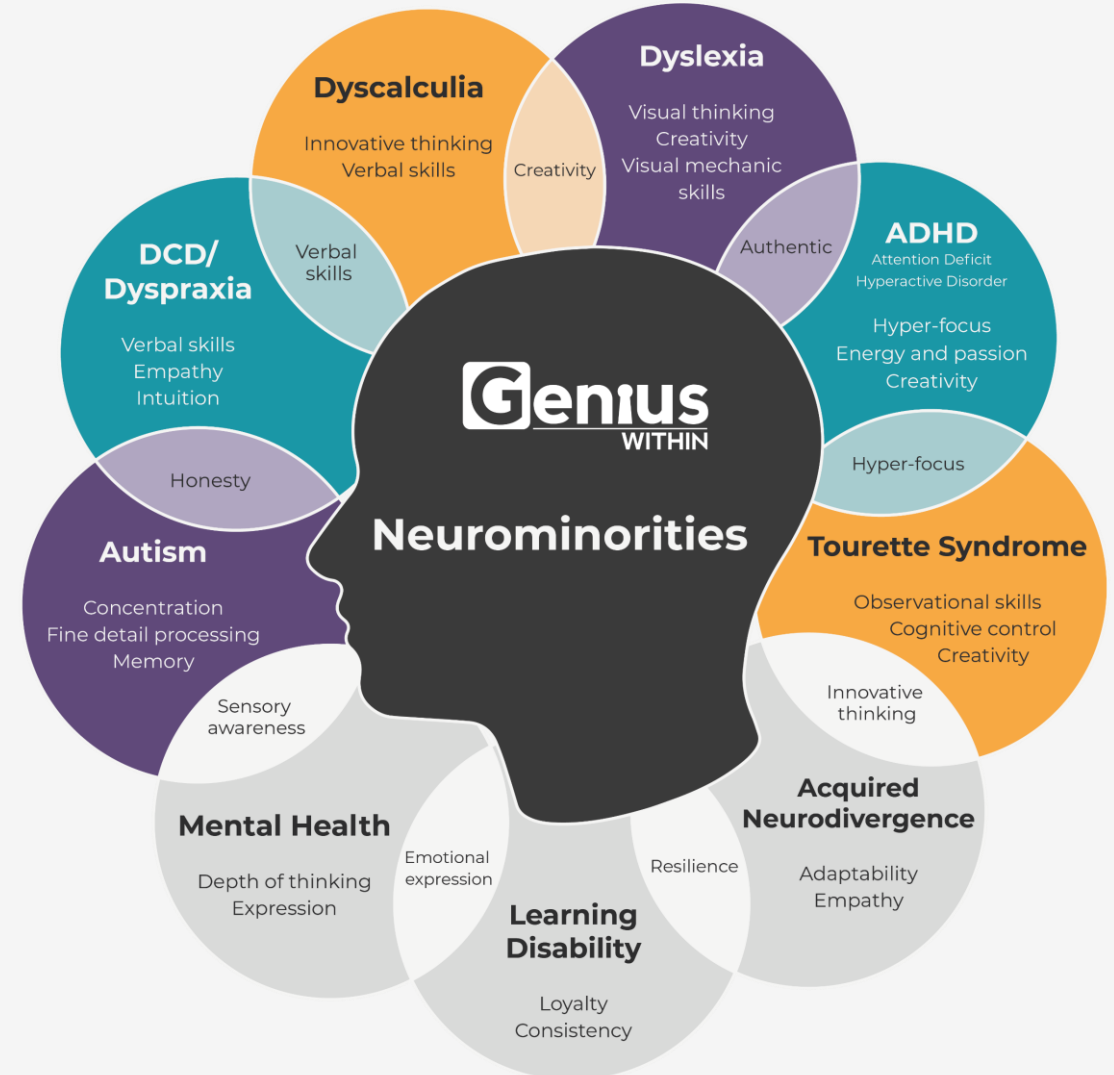
Unlocking Neurodiversity in the Workplace

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Whole population prevalence estimated to be around

15-20%



A person has a disability if they have a physical or mental impairment that has substantial and long term (12 months+) adverse effect on their ability to carry out normal day-to-day activities.

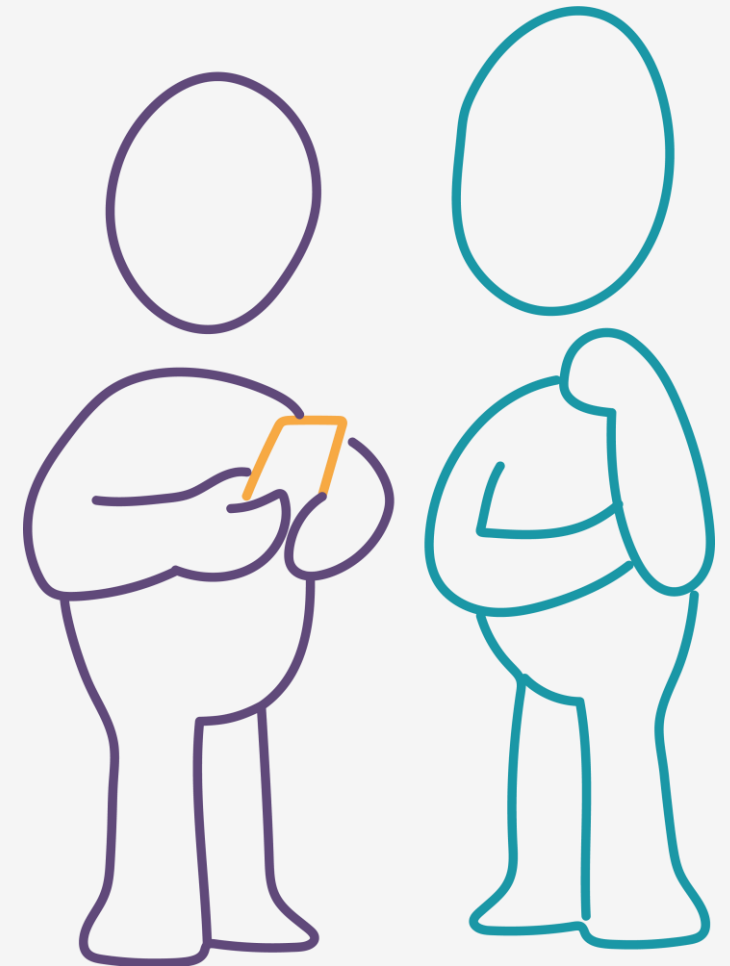
- ❖ **There is no need for a diagnosis, it is the effect, not the cause, or the impairment that matters...**
- ❖ **...employers are required to make reasonable adjustments to enable employees meet their potential.**

The Equality Act 2010

Adjustments – Did you know...

The vast majority of adjustments can be implemented for little or no cost!

Extract from Psychology at work: Improving wellbeing and productivity in the workplace, written by Dr Ashley Weinberg and Nancy Doyle, 2017



Adjustments – what works?



Schedule Flexibility



Literacy Coaching



Assistive Technology



Workstation Adaptation

Executive Functions Coaching

Memory, concentration, time management, etc.



Formal training

In house or commissioned



Supervisor Input

E.g., regular specific feedback, co-coaching



Adjustments - Examples

Assistive Technology

- Spellcheckers & auto-correct
- Text-to-speech & Speech-to-text software
- Mind-mapping software
- Smartphone apps
- Electronic diaries

Strategy Coaching

- Providing extra time
- Memory skills
- Organisational skills
- Timekeeping
- Working to strengths

Ergonomics

- Adaptive pens, mouse & keyboard
- Headsets
- Double screens
- Reading stands
- Post-It notes
- Visual reminders
- Templates
- Reduce distractions

What Adjustments Work?

Genius Finder™ unlocks potential and improves performance by measuring what your workforce find easy and hard. Delivering practical, observable and tangible advice, the platform identifies practical and tangible strategies, which are easy to implement and come at no additional cost.

This accessible platform has been designed with neurodivergent individuals at its heart but is relevant for everyone and built to generate greater organisational insight when used at scale.

The Genius Finder™ suite of products is available for individuals and for organisations.

For Individuals

My Genius Finder™



A platform offering instant, personalised strategies based on what you find hard or easy.

For Organisations

Genius Finder Pro™



A platform which unlocks workforce potential, at scale, allowing you to target support and improve performance.

Examples

Communication	Meetings	Environment
❖ Use bullet point summaries 12pt fonts minimum	❖ Provide an agenda	❖ Awareness of noise, light, smell, colour which can overwhelm
❖ Highlight key words in Bold Not CAPITALS or <u>Underlined</u> !	❖ Provide slides / notes / data beforehand if there is information to digest	❖ Consider remote and hybrid flexibility
❖ Be specific with instructions and make it clear people can ask questions	❖ Email meeting minutes afterwards	❖ Allow flexible hours so that people can work at their peak hours
❖ Provide the wider picture	❖ Give people choice regarding screen on/off in videos	❖ Allow people to have quiet time, use meeting rooms or wear ear defenders
❖ Explain hidden rules	❖ Give alternatives– E.g., update via 1:1, video call chat for Q&A	❖ Allow dual screens, white board to provide additional space for memory aids

Find Out More



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Genius Finder Pro

If you would like to know more about the Genius Finder™ suite of products, you are welcome to visit:

<https://geniusfinder.com/>

<https://my.geniusfinder.com/>

<https://geniusfinder.pro/>