



guidance for managers

a quick-reference resource

a guide for managers

the neuroinclusive manager

A neuroinclusive manager sets the tone for a workplace culture that values diversity and inclusion. By embracing neuroinclusion, teams can gain access to a **wealth of diverse perspectives**, innovative thinking, and unique problem-solving approaches. This fosters a **collaborative environment** where every team member feels valued and understood, leading to enhanced team dynamics and **increased productivity**. A neuroinclusive approach contributes to **higher employee satisfaction** and retention rates, as well as a positive reputation for the manager as having strong team management and leadership skills.



communication top tips:

Be clear and direct:

Use clear and concise language when communicating with neurodivergent employees. Avoid vague or ambiguous instructions and provide specific details to help them understand expectations.

Allow time for processing:

Neurodivergent individuals may need extra time to process information and formulate responses. Allow for pauses in conversation and avoid rushing them when they are processing information or expressing their thoughts.

Provide feedback and clarification:

Offer regular feedback and clarification to ensure neurodivergent employees understand their tasks and performance expectations. Encourage them to ask questions and provide additional support as needed.

a guide for managers

Resources for support

- **Professional associations:** Managers can join professional associations related to diversity and inclusion, where they can access resources, training, and networking opportunities focused on supporting neurodiversity in the workplace.
- **Employee Assistance Programs (EAPs):** Many companies offer EAPs that provide confidential counselling and support services for employees and managers. EAPs can offer resources and guidance on supporting neurodivergent individuals in the workplace.
- **Online resources and forums:** There are many online resources, forums, and communities where managers can seek advice and support from peers and experts in the field of neurodiversity and inclusive leadership.
- **Human Resources (HR) department:** HR departments often have resources and expertise in diversity and inclusion, including support for neurodivergent employees. They can provide guidance on accommodations, training and policies to create an inclusive workplace.

Examples of reasonable adjustments:

- **Flexibility in work arrangements:** Offer flexible hours and remote working options to accommodate different preferences, including those of neurodivergent team members. This allows them to work in environments where they are most comfortable and productive.
- **Clear role definitions and processes:** Define roles, responsibilities, and processes clearly to provide predictability and reduce anxiety for neurodivergent individuals. Clarity in expectations helps minimise stress and allows team members to focus on their tasks effectively.
- **Regular check-ins and task confirmation:** Encourage team members to confirm task understanding and conduct regular check-ins to prevent misunderstandings. Clear communication and regular feedback sessions help ensure everyone is on the same page and can address any concerns promptly.
- **Sensory adjustment:** Provide adjustments to reduce sensory overload, such as noise-cancelling headphones or desk-adaptations. By creating an environment that is conducive to their sensory needs, neurodivergent individuals can better focus and perform their tasks.
- **Promotion of collaboration and mentoring:** Encourage collaboration and mentoring opportunities within the team to support learning and development. Pairing neurodivergent individuals with mentors can provide valuable support and guidance while fostering a sense of belonging within the team.

LEGAL OBLIGATION LINKS

Irish Human Rights and Equality Commission

[Irish Human Rights and Equality Commission \(IHREC\) - Equality Laws in Ireland](#)

The Employment Equality Acts 1998-2015

[IHREC - The Employment Equality Acts 1998-2015 – A Summary](#)

Irish Human Rights and Equality Commission – Disability and Reasonable Accommodations

[IHREC - Disability and Reasonable Accommodation](#)

Irish Society for Autism - Prevalence

[Irish Society for Autism - Prevalence Studies](#)

auticon is a social enterprise with the mission to **address the inequalities** in employment for **neurodivergent** adults.

To find out more about our work visit us online or on your preferred social media:



@auticon_uk



@auticon-ltd



auticon.com/uk