

auticon

**AN INTRODUCTION
TO NEURODIVERSITY**

WHY IS NEURODIVERSITY IMPORTANT? ✨

Neurodiversity acknowledges the inherent variation in human neurological traits, which cannot be altered, making it essential for organisations to embrace inclusivity due to the societal and commercial benefits it brings. This includes:

- Equal opportunities for all employees by ensuring workplaces are inclusive, accommodating, and supportive.
- A neurodiverse workforce that enhances adaptability and innovation because different cognitive approaches contribute to a more resilient and dynamic business environment; benefiting employee morale and engagement.
- A more accepting society by recognising and accepting neurodiversity, challenging stereotypes and reducing stigma linked to difference.

15% To
20%

employees are neurodivergent¹

Neurodiverse teams
can be

30%

more productive
than neurotypical
teams²

¹ [Doyle, N. \(2020.\) 'Neurodiversity at work: a biopsychosocial model and the impact on working adults,' National Center for Biotechnology Information](#)

² [Harvard Business Review \(2017\) Neurodiversity as a competitive advantage](#)

THE IMPORTANCE OF LANGUAGE

Language plays a critical role in shaping attitudes, perceptions, and the overall experience of individuals with disabilities.

It is essential to use respectful and inclusive language to promote understanding, reduce stigma, and empower individuals.

19%
of managers are fearful of 'getting it wrong' for neurodivergent employees³



When speaking about neurodivergence:



✓ say 'is autistic', 'is dyslexic', 'is neurodivergent'

✓ say 'experiences' of ADHD etc.

✓ Difficulty / difference are acceptable



✗ Use terms: disorder, disease, deficit

✗ Speak of colleague as 'they' or 'them' / generalised othering

✗ 'suffering from' or 'affected by'

³ Institute of Leadership & Management, (2020). Workplace Neurodiversity. The Power of Difference.

NEURODIVERGENT STRENGTHS & CHALLENGES

In an inclusive and accessible environment, neurodivergent individuals can display a range of cognitive abilities including:*

AUTISM

- concentration
- attention to detail
- pattern recognition

DYSLEXIA

- visual thinking
- problem-solving
- perceptual reasoning

ADHD

- hyperfocus
- energy & motivation
- creativity

DYSPRAXIA

- verbal skills
- empathy
- intuition

* These are not exhaustive lists. Different neurodivergent people will have different strengths and challenges.

In a non-accessible environment, neurodivergent individuals may exhibit high levels of stress and anxiety, areas of challenge can be:*



Sensory sensitivities can pose challenges in environments with bright lights, loud noises, or strong odours.

Executive functioning difficulties, such as organisation, time management, and task prioritisation, may be present in some neurodivergent individuals.



Transitions or changes in routine - predictability and clear communication about changes can help mitigate this.

To find out more about auticon at www.auticon.com/ie or visit us on social media @auticon_ireland

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ELSE IS
ALREADY
TAKEN

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