

# Neurodiversity in the Workplace

Employers should have the same expectations of neurodiverse employees as they do neurotypical employees. However, the journey to the end product won't look the same.



## Get to know your employees

The idea that “all employees are different” is not new, but it's worth repeating. Make time to take employees to coffee, learn about their interests outside of work, and show them you care.



## Give structured support

When given the opportunity in a low risk setting, people can be creative without the fear of failing. Encourage and reward employees to explore their creative side.



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## Communicate clearly

Set clear expectations. Break big projects into smaller pieces, and assign check-ins and deadlines to each step. Hold your employees accountable.



## Recognize learning differences

Acknowledging differences in learning and processing at the beginning of a working relationship will save you and your employees infinite time in the long run. Use your employee's strengths to your advantage, and know when it is appropriate for them to challenge themselves.



## Provide materials in different modes

Not all people are visual learners. When employees are expected to retain a lot of important information in a short period of time, help by presenting the materials in more than one way. For example: training can come in the form of readings, videos, audio clips, etc.

Individualized support up front results in empowered employees with increased independence.

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