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.

1. **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.

2. **Give structured support**
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4. **Communicate clearly**
   - Set clear expectations. Break big projects into smaller pieces, and assign check-ins and deadlines to each step. Hold your employees accountable.

5. **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.

6. **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.

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

If you have questions, please reach out to Brandon Slade at bslade@untappedlearning.com