

# The Value of Neurodiversity in the Workplace

Date: 30.03.2021



# About Lexxic

Through psychological expertise and our real-life experience, we help shape a working world that empowers neurodiversity.



**Empowering  
the Individual**

**Empowering  
the Workforce**

**Empowering  
the Organisation**

A solid dark blue square is positioned to the left of the title text.

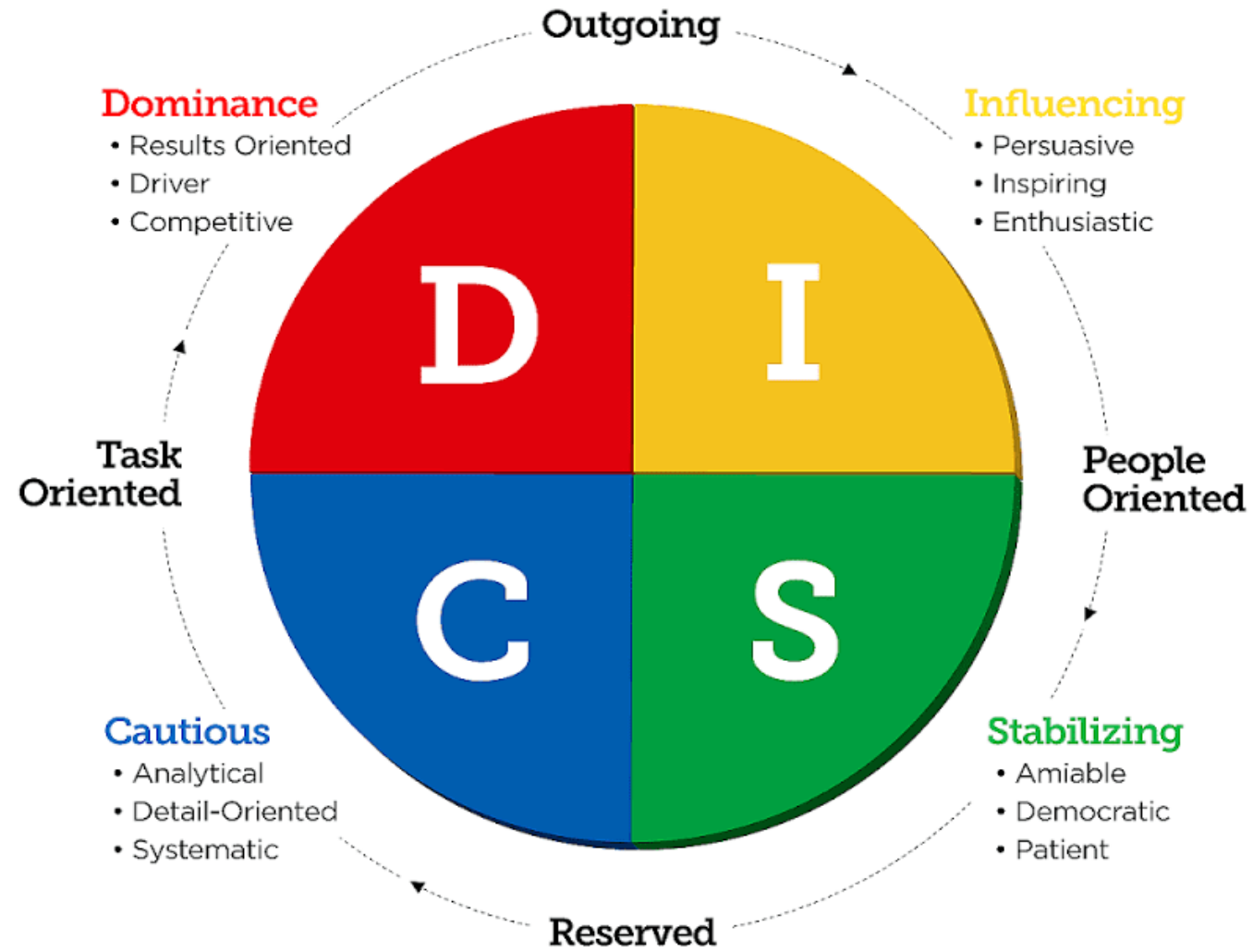
## **What is Neurodiversity?**













- Dyslexia
- Developmental Coordination Disorder (Dyspraxia)
- Dyscalculia
- Autism
- Attention Deficit Hyperactivity Disorder (ADHD)



# Attention Deficit Hyperactivity Disorder

**Normal brain**

**Disordered brain**

**The right way**

**The wrong way**

## Minister for Special Education describes children without additional needs as 'normal'



Minister of State for Special Education Josepha Madigan has come under fire for describing children without additional needs as 'normal'. Picture: Julien Behal

### LATEST

Businesses reopen as searchers dig in Indonesia earthquake rubble

8 minutes ago

Johann van Graan confident Munster will retain 'majority' of players

19 minutes ago

Westmeath chairman fears National League will be cancelled

19 minutes ago

Dublin funding set for significant hit as Sport Ireland grants reduced

19 minutes ago

### PODCASTS >>>





**85%**

of parents report that their  
children are embarrassed  
by their dyslexia



Source: British Dyslexia Association

	PUBLIC	DYSLEXICS
Good at problem solving	12%	84%
Lateral thinking	13%	84%
Creative	19%	84%
Artistic	14%	77%
Bad Spelling	73%	89%
Difficulty Reading	85%	89%

Source: Made By Dyslexia – Connecting the Dots Report





# Autism: the positives



Understanding, embracing and celebrating different ways of thinking and doing can release the true power of the autistic mind. Here we look at the positive features of autism.



## Attention to detail

- Thoroughness
- Accuracy



## Methodical approach

- Analytical
- Spotting patterns, repetition



## Deep focus

- Concentration
- Freedom from distraction



## Novel approaches

- Unique thought processes
- Innovative solutions



## Observational skills

- Listen, look, learn approach
- Fact finding



## Creativity

- Distinctive imagination
- Expression of ideas



## Absorb and retain facts

- Excellent long term memory
- Superior recall



## Tenacity and resilience

- Determination
- Challenge opinions



## Visual skills

- Visual learning and recall
- Detail-focussed



## Accepting of difference

- Less likely to judge others
- May question norms



## Expertise

- In-depth knowledge
- High level of skills



## Integrity

- Honesty, loyalty
- Commitment

# ADHD

## Turning **negative** trait into **positive**

- ⚡ Hyperactivity ➡ Energy 💡
- ⚡ Endless thoughts ➡ Creativity 💡
- ⚡ Day-dreaming ➡ Imagination 💡
- ⚡ Sensitivity ➡ Empathy 💡
- ⚡ Hyperfocus ➡ Multitasking 💡



**Put yourself in their shoes**

# Bloomberg Businessweek

May 7, 2018

Too <b>Old</b>	Too <b>Young</b>
Too <b>Pretty</b>	Too <b>Ugly</b>
Too <b>White</b>	Too <b>Black</b>
Too <b>Queer</b>	Too <b>Straight</b>
Too <b>Bossy</b>	Too <b>Needy</b>
Too <b>Dumb</b>	Too <b>Smart</b>
Too <b>Poor</b>	Too <b>Rich</b>
Too <b>Manly</b>	Too <b>Girly</b>
Too <b>Weak</b>	Too <b>Strong</b>

The workplace is complicated. Want help?  
**The Business of Equality**



**I have dyslexia.....**





**73%**

of respondents hide their  
dyslexia from employers



Source: Connecting the Dots Report, Made By Dyslexia

A collage of 25 diverse people's faces arranged in a grid around a central text box. The faces represent various ethnicities, ages, and genders, all smiling. The central text box is dark blue with white text.

# Neurodiversity

A world where neurological differences  
are recognised and valued like  
any other form of human variation.



**Why should organisations  
invest in neurodiversity?**



# 1 in 7 individuals

Approximate number of  
people who have a  
neurodifference in the UK

Dyslexia	10%
Dyspraxia	5%
Dyscalculia	7%
ADHD	4%
Autism	2%



**10%**

of HR Professionals state  
neurodiversity is included in their  
people management practices.



Source: Neurodiversity at Work Report, CIPD

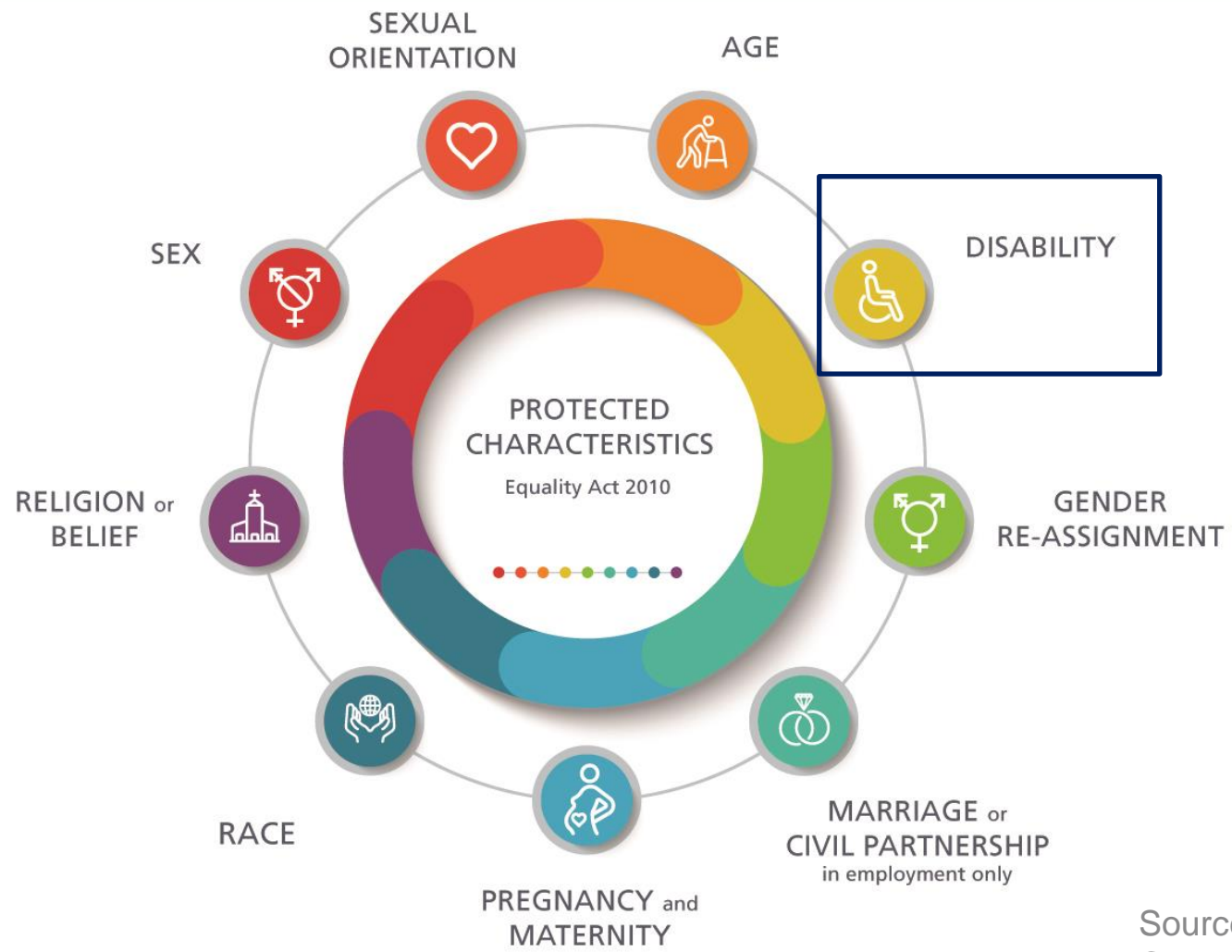


**50%**

stated they would be  
uncomfortable employing  
or line managing someone  
with a neurodifference.



Source: Neurodiversity - The Power Of Difference Report, ILM



Source: Stoke on Trent Clinical Commissioning Group





An estate agent with ADHD who was referred to as being 'high maintenance' was awarded £7,500 for victimisation and a failure to make reasonable adjustments.



Source: Equality Tribunal Outcomes



“

She mistakenly entered incorrect information and was accused of falsifying documents.

Employer lost the case after discounting her dyslexia.

”

Source: Equality Tribunal Outcomes



# The reality in many organisations...

## Reactionary

- Only providing support in crisis or underperformance

## Low Levels of Awareness

- Unaddressed stigma
- Employee and manager confusion

## Unclear and Unestablished Processes

- Time lost in performance management
- Challenges with retention, presenteeism and sickness
- Not getting the best out of people





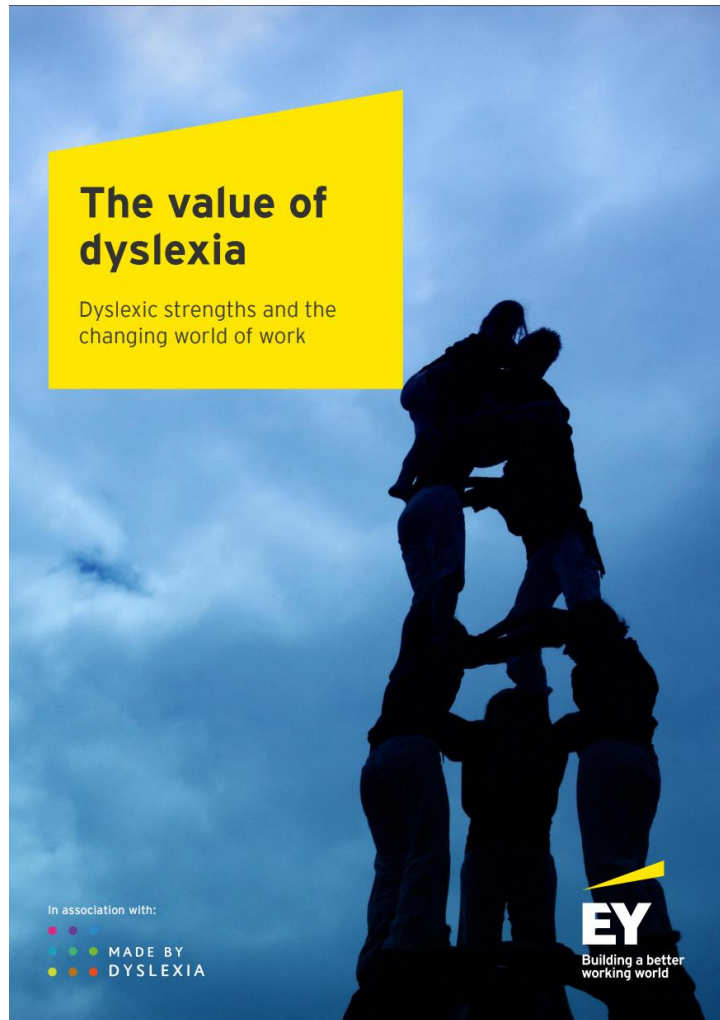
Neurodiversity as a  
Competitive Advantage...

...the potential returns  
are great.



**Harvard  
Business  
Review**

Source: Harvard Business review

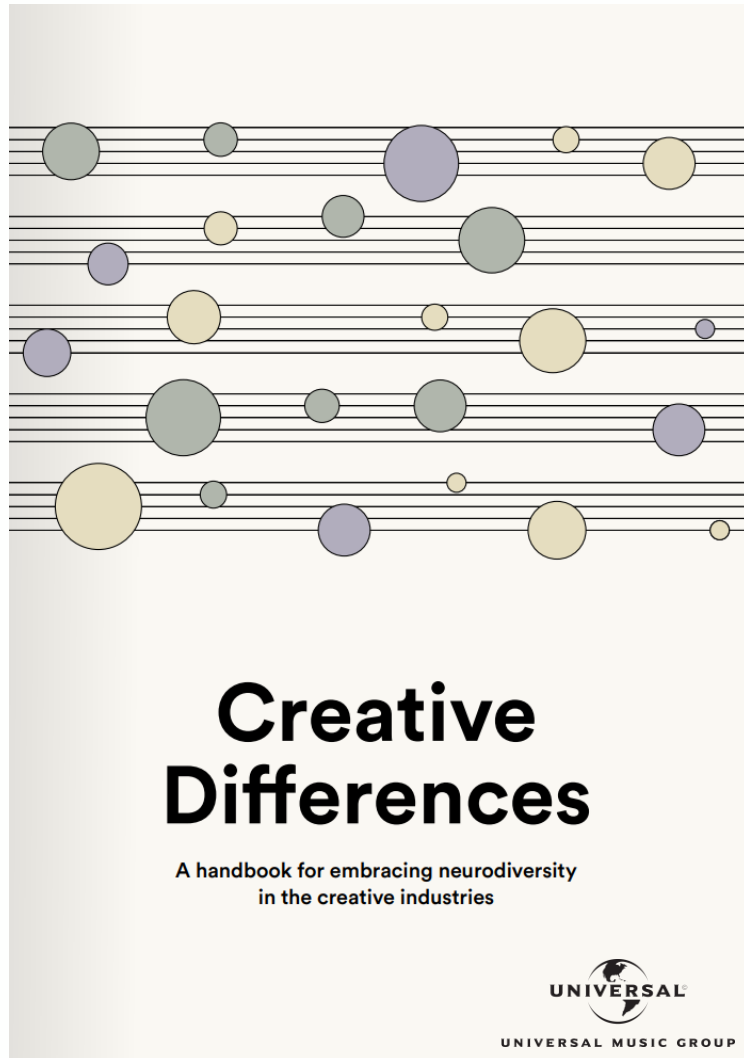


Organisations that are able to crack the code between neurodiversity, organisational culture, and workforce augmentation, will no doubt be at the forefront of driving even greater business value.

Ben Cooke  
Lead Contributor







It would be wonderful if people could walk into jobs and be honest about how they move through the world.

And that the fact they see things differently could be an asset.

Florence Welch  
Artist





Within the first six months those employees were 48% more productive than folks who've been at the job three, five or 10 years.

These folks are blowing numbers, goals and quotas out of the water.



**Anthony Pacilio**  
**VP, Global Head of Autism at Work**

JPMORGAN CHASE & CO.



# Autism at Work Virtual Career Fair

*Wed Apr 25<sup>th</sup> 1-3PM (PDT)*



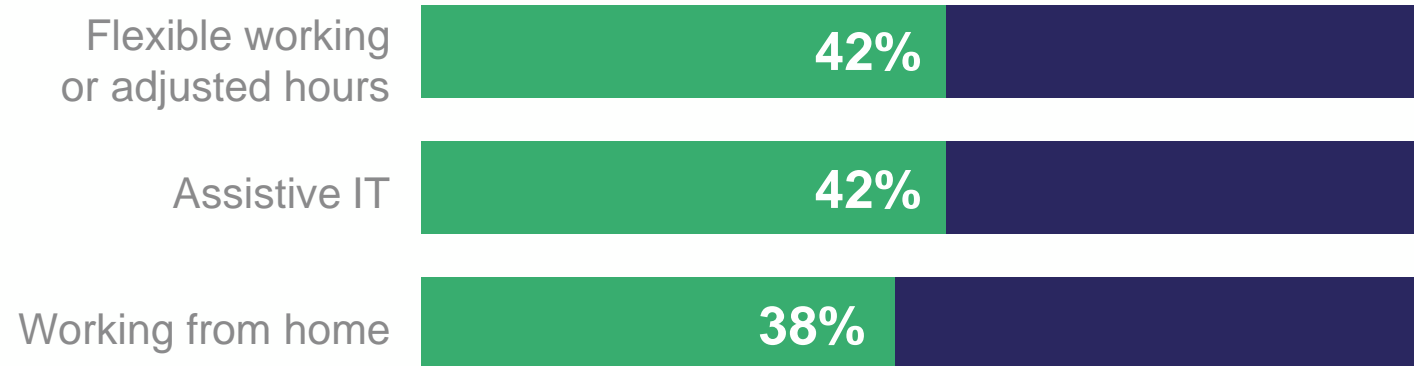


**What does a neuroinclusive  
organisation look like?**





## Most common adjustments for employees with a neurodifference;



Source: Business Disability Forum, 'Great Big Workplace Adjustments Survey' (2019)


# Concentration and Focus

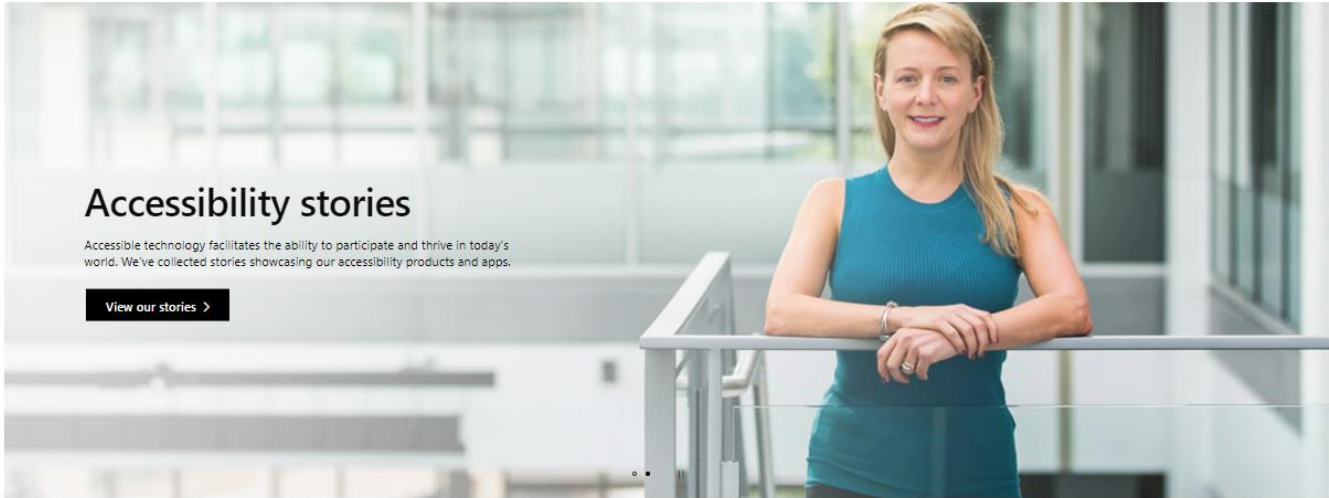


## Concentration and Focus



# Processing Information

 **Accessibility** [Products](#) [Our approach](#) [Resources](#) [Support](#) [Stories](#) [Blog](#) [All Microsoft](#) [Search](#) [Cart](#) [Sign in](#)




## Accessibility stories

Accessible technology facilitates the ability to participate and thrive in today's world. We've collected stories showcasing our accessibility products and apps.

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### Products and services for everyone



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Need a larger screen? A brighter screen? A narrator to read text? Find out about accessibility tools and features for people who are blind, color blind, or have low vision.


[Learn about vision-related tools >](#)



#### Hearing

For those who are hard of hearing, have hearing loss, or have deafness, our specialized features can provide solutions including closed captioning, mono sound, and live call transcription.

[Explore hearing-assistive tools >](#)



#### Neurodiversity

Innovative tools such as dictation and Windows Hello sign-in can make the digital world more accessible for those who live with dyslexia, seizures, autism, or other cognitive differences.

[Discover tools for neurodiversity >](#)





Compose



Inbox

16,093



Starred



Snoozed



Important



Sent



Drafts

631



Spam

41



Categories



SugarExcluded



SugarSynced



SugarUnsunc



More

URGENT



Inbox x

Anna Kimmel <anna.kimmel@Gratton.com>

to me ▾

📎 00:37 (8 minutes ago)



Hi Anna

I trust all is well with you. Something has come up this afternoon which means I can no longer attend today's meeting. Can you please review the Disability Confident membership guidelines and requirements to present these at the Equality and Diversity Network meeting this afternoon? Please see attachment below.

Sorry to dump this on you last minute.

Giles

HR Manager

Gratton Hynds & Co



Eugene Gallagher

Yep. Got final text through.







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[Home](#) > [Employing disabled people and people with health conditions](#)



Department  
for Work &  
Pensions

Guidance

# Employing disabled people and people with health conditions

Updated 14 August 2018

## Contents

1. [Why recruit disabled people?](#)
2. [Help employing disabled people](#)

This guidance provides a summary of information for employers to help:

- increase their understanding of disability
- enable them recruit and support disabled people and those with long term health conditions



[A disabled person is defined](#) as someone with a physical or mental impairment that has a 'substantial' and 'long-term' effect on their ability to do normal daily activities ([Equality Act 2010](#)).

## 1.2 The benefits of employing disabled people

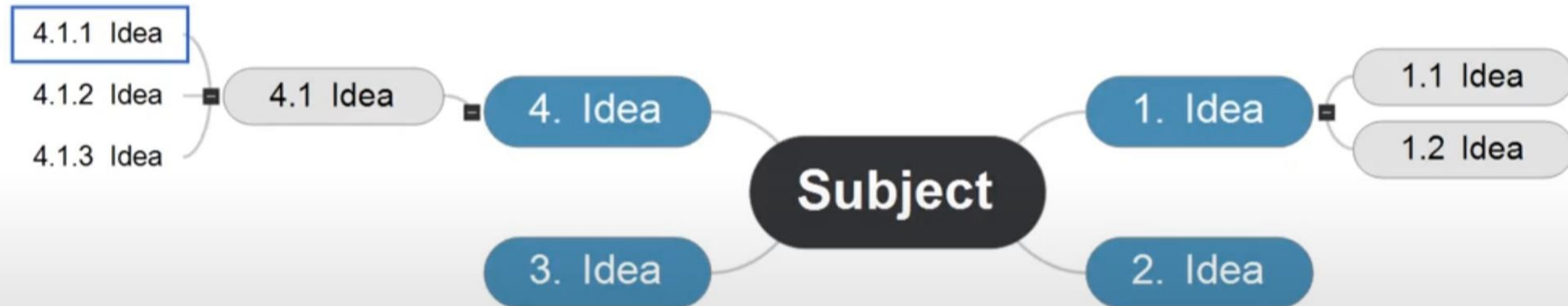
Nearly 7 million people of working age in the UK are disabled or have a health condition. Historically there has been a significant gap between the proportion of disabled people employed compared with non-disabled people.

Encouraging applications from disabled people is good for business. It can help you to:

- increase the number of high quality applicants available
- create a workforce that reflects the diverse range of customers it serves and the community in which it is based
- bring additional skills to the business, such as the ability to use British Sign Language (BSL), which could result in large savings

The costs of making reasonable adjustments to accommodate disabled employees are often low.

The benefits of retaining an experienced, skilled employee who has acquired an impairment are usually greater than recruiting and training new staff. It is also good for the individual.





## **Adjustments do not remove barriers to inclusion elsewhere in the organisation.**

We heard from employees that the adjustments often remove barriers in their own job and immediate working area (such as their desk or office area)....

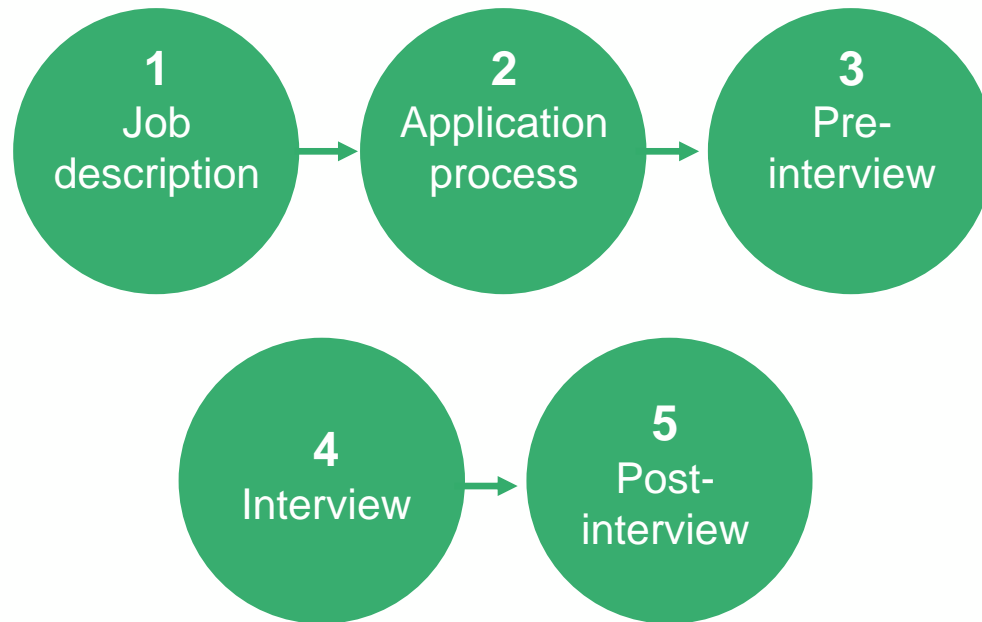
...but having these adjustments does not equate to an inclusive organisation more widely.







# Positive and Proactive Recruitment





UK Parliament

Business
MPs, Lords & offices
About
Get involved
Visit
More

UK Parliament

UK Parliament
Visit
Planning your visit
Guidance for visitors with autism

## Guidance for visitors with autism

Advice for visitors on the autistic spectrum on what you will see, hear and do if visiting UK Parliament.

### Introduction

This section is designed to help visitors on the autistic spectrum understand what will happen on their journey through Parliament.

If you are planning a visit and would like support you can [email Visitor Services](#) or call 020 7219 4114. You can also bring a companion with you.

### Getting to Parliament

The Parliamentary Estate is spread out over many buildings. This includes the Palace of Westminster, home of the House of Commons and House of Lords. There are other buildings, including Portcullis House on the opposite side of Bridge Street.

There are many ways to get to Parliament such as by train, car, bus or walking.

#### In this section

- Planning your visit
- Guidance for visitors with autism**
  - Buying tickets - guidance for visitors with autism
  - Going through security - guidance for visitors with autism
  - Westminster Hall - guidance for visitors with autism
  - Going on a tour - guidance for visitors with autism
  - Step free access route - guidance for visitors with autism
  - Watching a debate - guidance for visitors with autism

V&A Museum of Childhood Bethnal Green, London
Closed from 18 March 2020

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## Visiting with an autistic child

The Museum has worked with families with children on the autistic spectrum to create resources to support their children's visit.

### Making SENse Family Packs

The Museum has created family packs in the form of backpacks that can be borrowed for free from the Information Desk. There is a pack for use in the Moving Toys Gallery and another for the Childhood Galleries. They include maps, toys to touch, activity suggestions and ear defenders. PECS symbols and a photo booklet are included to help with communication.

Packs are available to borrow for up to one hour. Please leave a form of ID e.g. a

© Victoria and Albert Museum, London

### V&A Museum of Childhood Bethnal Green

The museum is currently closed

[Visit us](#)

### Exhibition - Jan von Holleben – Picture This!

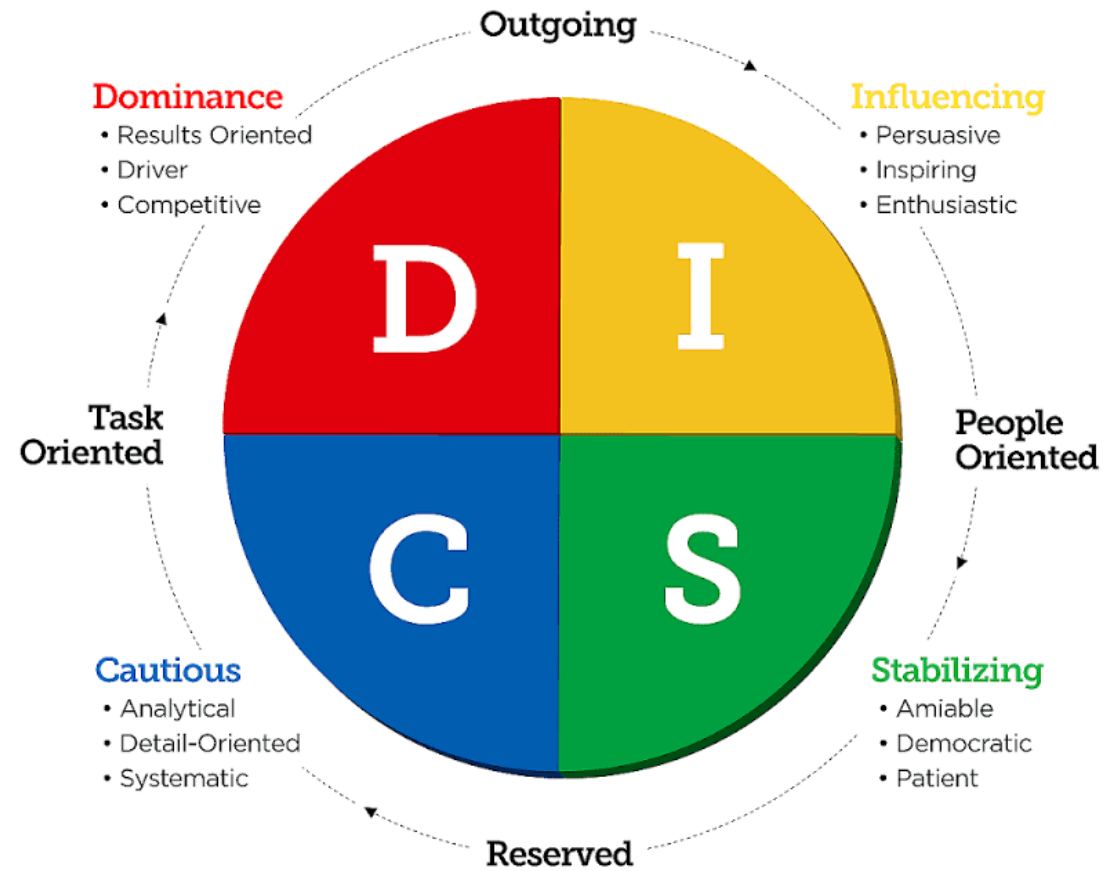


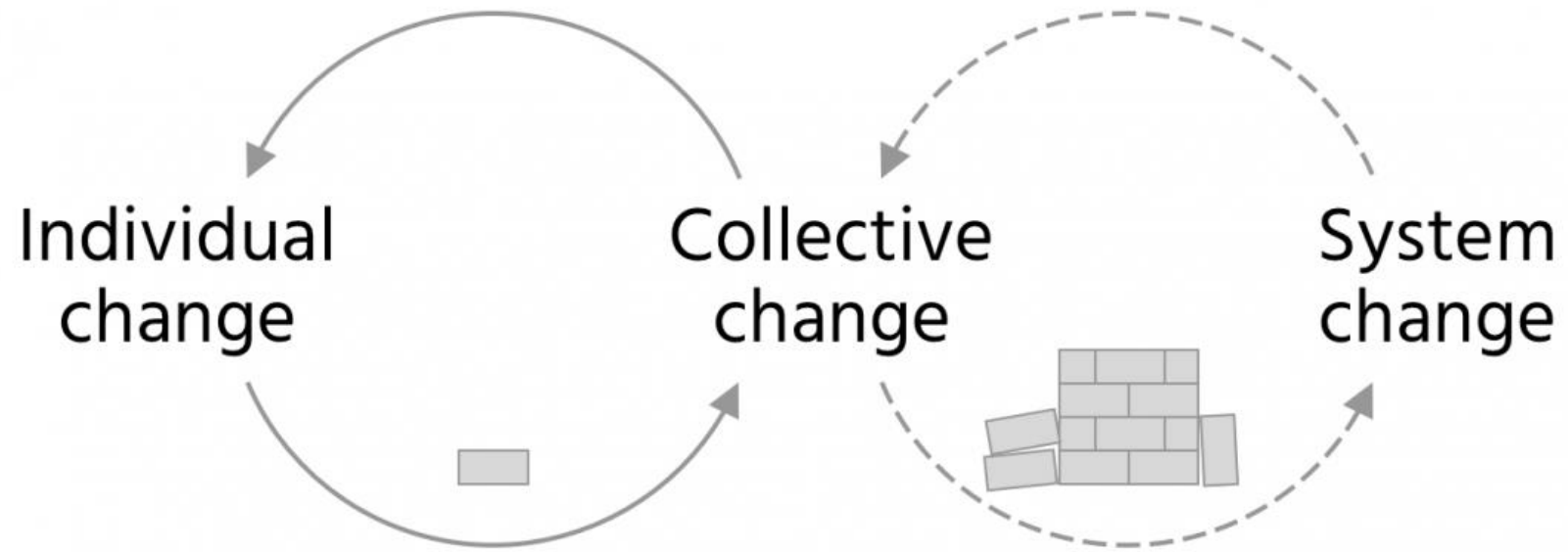
🔍 <your organisation> neurodiversity



Google Search

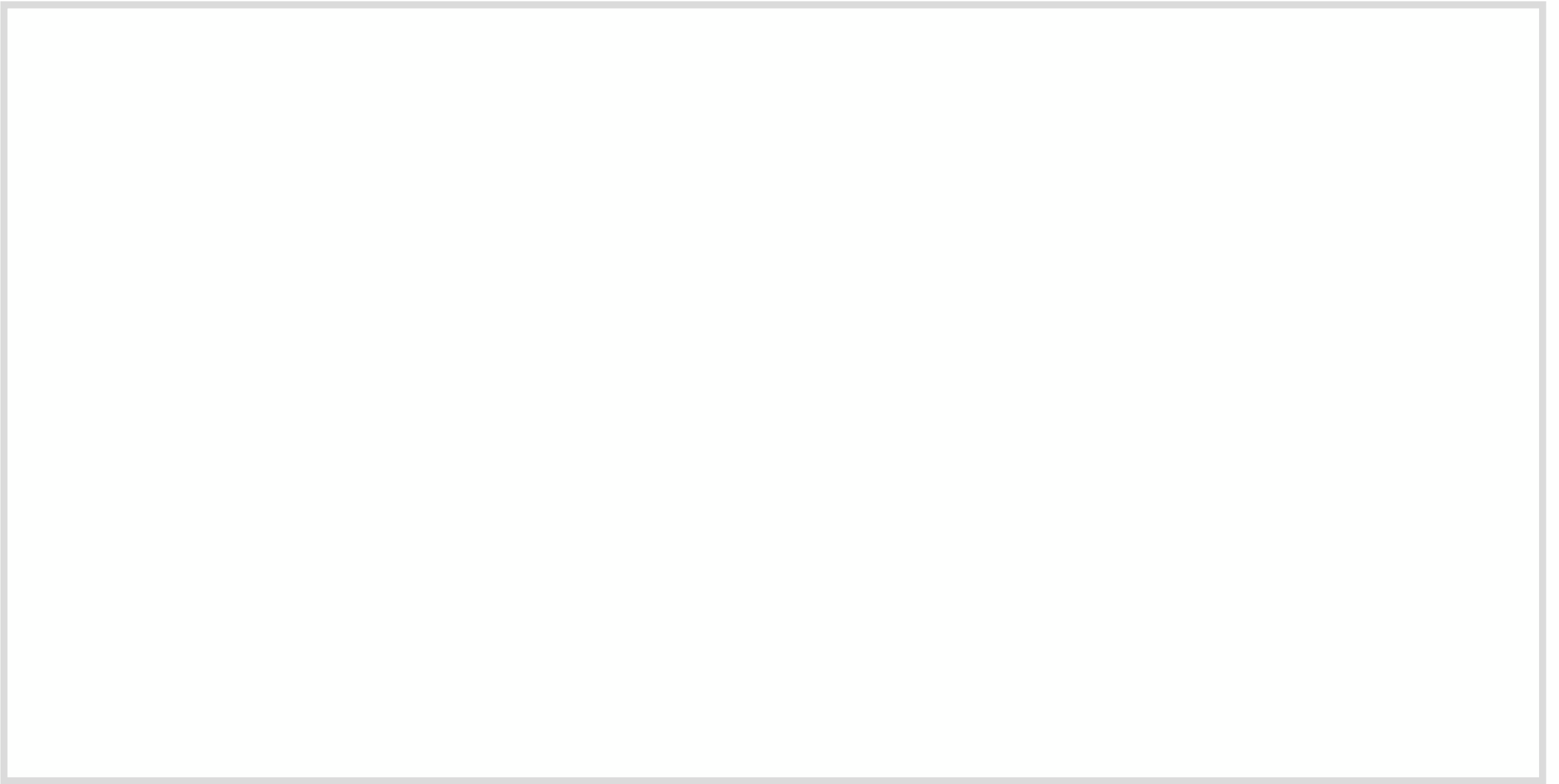
I'm Feeling Lucky





Source: Jussi Pasanen







## **Your referral and adjustments process**





## What are common ND services?

### 1. Screening or diagnostic assessment

A range of assessment tools is used to determine whether an individual has, or is demonstrating the tendencies of, specific neurodiverse conditions.

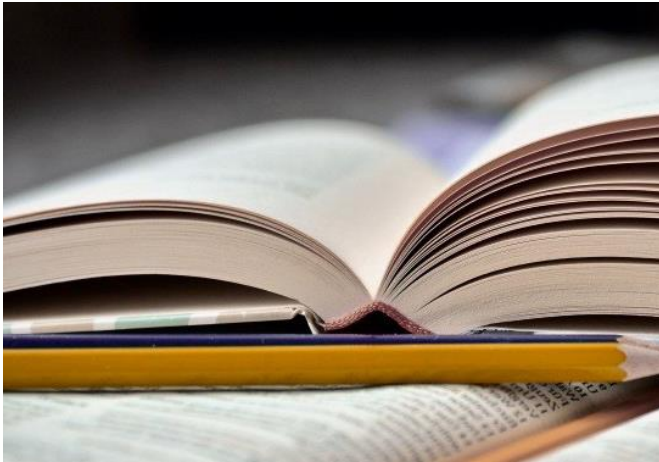
### 2. Workplace needs assessment

Suggests reasonable accommodations and provide recommended adjustments, such as equipment or assistive technology, to employers and employees.

### 3. One to one coaching

Designed to develop skills that will be tailored and specific to their role and individual needs.

# Dyslexia, DCD/Dyspraxia & Dyscalculia



**1. Reading and Writing**



**2. Short Term Memory**



**3. Organisation and Planning**

# ASC & ADHD



1. Communication



2. Structure of Work



3. Sensory Sensitivity



## 2020 and 2021.....



**Shopping**



**School**



**Mail**



**News**



**Art**



**Dating**



**Work**



**Meeting**



**Relax**



**Movie**



**Bills**



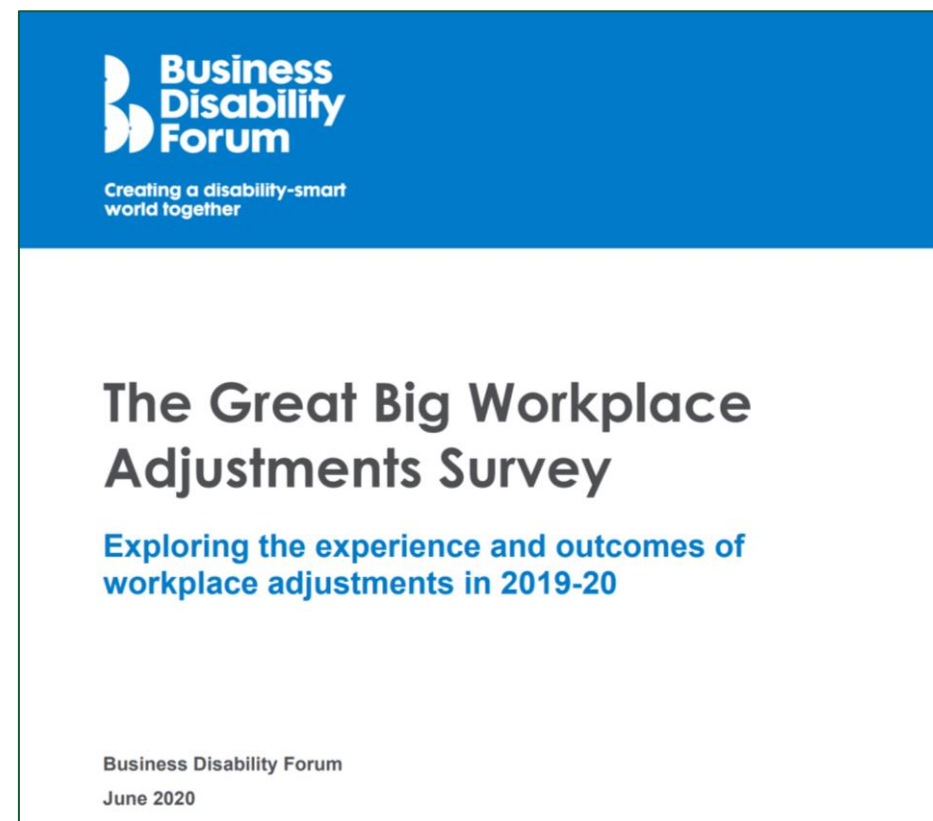
**Chat**



## **Adjustments do not remove barriers to inclusion elsewhere in the organisation.**

We heard from employees that the adjustments often remove barriers in their own job and immediate working area (such as their desk or office area)....

...but having these adjustments does not equate to an inclusive organisation more widely.





# Culture

## 1. Drive change through education:

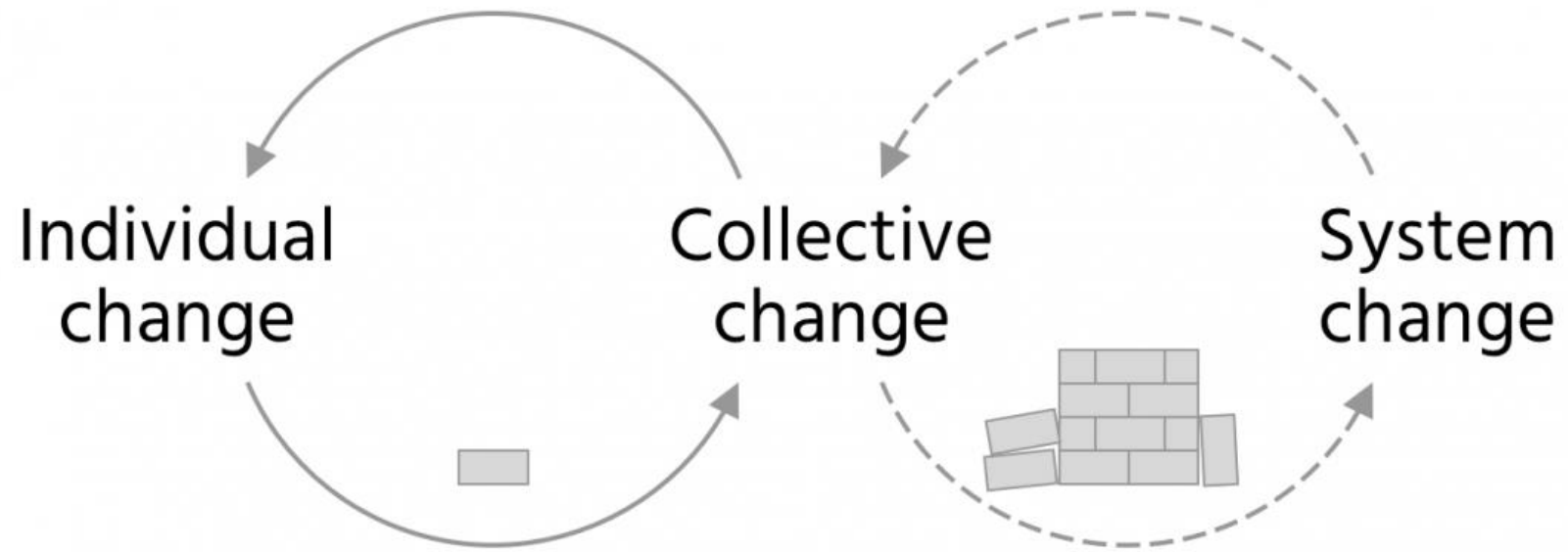
- Managers and other employees are a key part of the process.
- It's not just about support
- Recognize and celebrate unique strengths.

## 2. Cultivate an empowering and safe space for people with neurodifferences

- Employee Resource Groups
- Peer Support Network
- Mentoring Scheme with managers

## 3. How can adjustments be made available to all employees?

- Are people with ADHD the only ones who face challenges with attention?



Source: Jussi Pasanen