

Neurodivergence at Work

Neurodivergent employees may experience workplace systems differently. Individual support should focus on the person's actual profile rather than assumptions about a diagnosis.

Communication

Clear, direct language; written follow-up; agendas; processing time and fewer ambiguous instructions can reduce unnecessary cognitive load.

Executive function

Priorities, checklists, visual task systems, reminders, protected focus time and clear definitions of completion can help.

Sensory environment

Noise, lighting, smells, clothing, temperature and interruptions may affect concentration and regulation.

Transitions and change

Advance notice, clear reasons for changes and information about what stays the same can make transitions more manageable.

Strengths

Specialist knowledge, creativity, pattern recognition, sustained interest, problem solving and attention to detail may be valuable strengths.

Masking and fatigue

Appearing to cope does not always mean the environment is easy. Social and sensory masking can create significant recovery needs.

Useful question

'What helps you do your best work, and what creates avoidable effort?'