

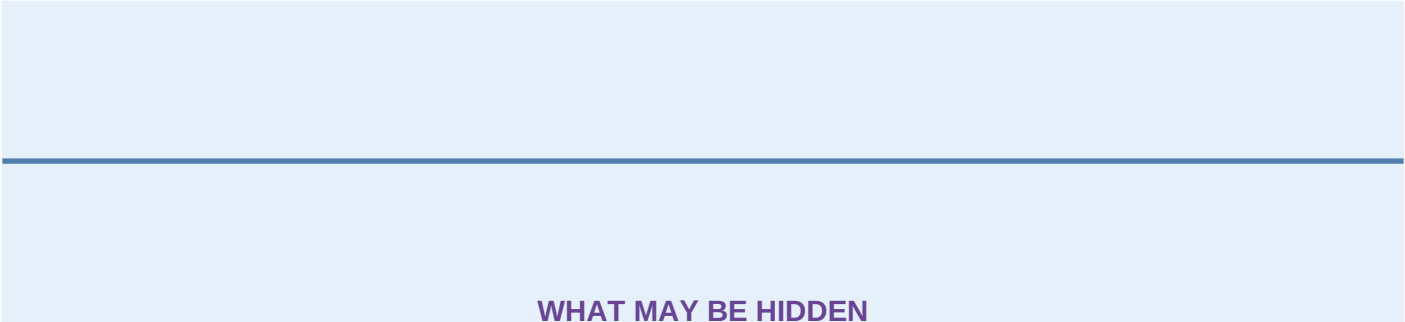
Visible & Non-Visible Workplace Barriers

What colleagues can see is often only a small part of the working experience.

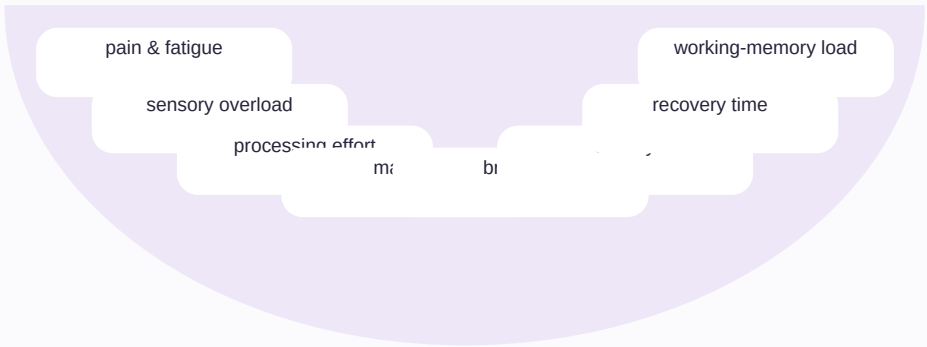


WHAT MAY BE VISIBLE

mobility aids • adapted equipment • hearing devices • physical access needs



WHAT MAY BE HIDDEN



pain & fatigue

working-memory load

sensory overload

recovery time

processing effort

memory

bi

KEY MESSAGE

A person may look calm, capable and productive while using significant extra effort to stay regulated or complete ordinary tasks. Good workplace support responds to barriers rather than judging need by appearance.