Understanding My Neurodivergent Working Style

There is no single neurodivergent way of working. Use this page to notice the conditions that help you feel comfortable, capable and supported.

What tends to help me work well?

- [ ] Clear written information
- [ ] Predictable routines
- [ ] A quieter environment
- [ ] Visual planning tools
- [ ] Time to process information
- [ ] Flexibility with tasks or hours
- [ ] Movement or rest breaks
- [ ] Choice in how I communicate

Which working conditions help me feel at my best?

What parts of my working day require more energy or effort?

What would I like colleagues to understand about my working style?

Your preferences are valid even when they differ from those of colleagues.

You can adapt this workbook to suit your individual experience.

Recognising My Workplace Strengths

Strengths can look different across people and settings. These prompts are invitations, not traits you are expected to have.

Strengths I recognise in myself

- [ ] Creative thinking
- [ ] Persistence and dedication
- [ ] Problem-solving
- [ ] Original perspectives
- [ ] Careful quality checking
- [ ] Noticing details or patterns
- [ ] Empathy and understanding
- [ ] Deep knowledge of interests
- [ ] Organisation or planning
- [ ] Building meaningful connections

Which strengths do I enjoy using at work?

When have my strengths made a positive difference?

What helps me use my strengths without becoming overloaded?

You do not need to be good at everything. A supportive workplace makes room for different ways of thinking and working.

Understanding My Workplace Barriers

Barriers often arise when the environment, expectations or processes do not fit how someone works. Consider what makes tasks less accessible for you.

Barriers that may affect my working day

- [ ] Noise, lighting or busy spaces
- [ ] Frequent interruptions
- [ ] Competing deadlines
- [ ] Long or unpredictable meetings
- [ ] Inaccessible communication
- [ ] Unclear instructions
- [ ] Sudden changes or transitions
- [ ] Unspoken social expectations
- [ ] Task initiation or switching
- [ ] Limited recovery time

Which barriers have the greatest impact on me?

When or where do these barriers become more noticeable?

What could be changed in the environment or process?

Identifying a barrier is not a personal failing. It can help you describe what needs to change.

Finding Supportive Working Strategies

Consider practical approaches that reduce barriers and make better use of your energy. Some may need agreement or support from your workplace.

Ideas I might want to try or discuss

- [ ] Written follow-up after meetings
- [ ] Clear priorities and deadlines
- [ ] Advance notice of changes
- [ ] Agreed communication preferences
- [ ] A quieter place to work
- [ ] Visual schedules or task lists
- [ ] Flexible breaks
- [ ] Smaller steps for complex tasks

Connecting barriers with helpful strategies

Barrier or difficulty	Strategy or adjustment	Support or next step

Which change would make the biggest difference right now?

Strategies are most useful when they suit your needs and are realistic within your working environment.

My Neurodivergent Workplace Support Plan

Use this page as a practical summary for yourself or to guide a conversation about support. Share only what feels appropriate.

My working strengths

What helps me work effectively

Barriers I experience

Strategies and adjustments that support me

How I prefer to communicate

Who I can approach for support

Review date (optional):

Reflecting and Reviewing

Your working environment, responsibilities and needs may change. Revisiting your plan can help you recognise what is useful and what may need adjusting.

Which strategies or adjustments have been most helpful?

What still feels difficult or inaccessible?

Have my working needs or circumstances changed?

What additional support or adjustments might help?

What would I like to discuss at my next review?

You can return to this plan whenever you need to. Changes in support needs are a normal part of working life.