

NEUROINCLUSIVE WORKPLACES



A neuroinclusive workplace involves **celebrating diversity** embracing strengths and interests, developing a positive work identity, and **reframing negative perceptions**.

Inclusion is more than a word. It takes action.

Acceptance

Understanding

Accommodation

These words aren't synonymous; but they all contribute to inclusion.

Learn more throughout our program:

NEURO-WORKS

meeting in the middle.

www.sunnyspectrum.com.au



THE BENEFITS OF MEETING IN THE MIDDLE

By providing employment practices and environments that enable neurodivergent people to **use their strengths**, employers often find that the adjustments help to **better identify and leverage the talents** of all employees, making workplaces **truly inclusive**.

Employer

Motivated workers make more money

Burnt out workers are less productive

Skill optimised workers are more productive

Decreased absenteeism

Increased engagement and productivity

Decreased staff turnover and hiring costs

The return on investment of a mentally healthy workplace is \$2.30 for every \$1 invested

Employee

Motivated workers are more satisfied in their role

Burn out leads to poor mental health

Skill optimised workers feel worthwhile

Less sickness / mental health days

Increased engagement and job satisfaction

Less unemployment and falling out of work

The return on investment of a mentally healthy workplace is better mental health outcomes!

Employees of an inclusive workplace are generally **happier** and **more motivated** to work as a team, and as a result **productivity improves**.

Recognising the diversity of **strengths** and **interests** of neurodivergent individuals, we highlight the importance of providing **inclusive** employment opportunities in a **diverse** range of roles and industries.

NEURO-AFFIRMING COMMUNICATION



To encourage **effective communication** across different neurotypes, we can **actively educate ourselves** about differences and **develop the skills** to understand and interact with individuals who have different neurological experiences than our own.

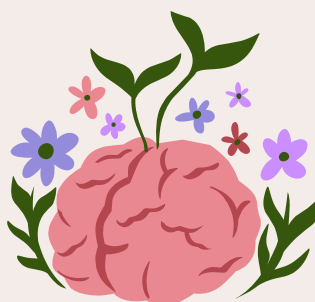
This approach should encompass **meeting in the middle**, rather than solely focusing on teaching individuals to conform to existing norms.



Neuro-affirming communication refers to an approach that validates, respects, and supports the diverse ways in which individuals' brains function.

It is a way of interacting that acknowledges and values the differences in neurocognitive processing and neurodiversity.

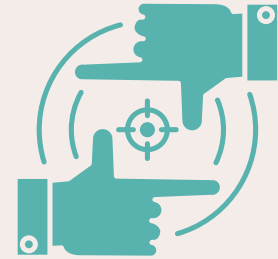
Neuro-affirming communication strives to create an environment where people of all neurotypes feel **understood, accepted, and empowered**.



It's also important to note that; **challenges** with the right support, can be turned into **strengths**.

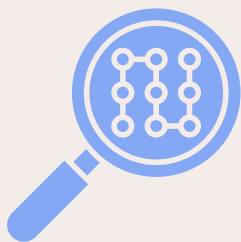
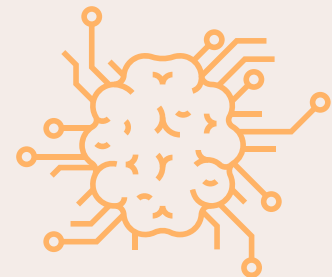


Intense Focus or Hyperfocus: While hyperfocus can make shifting attention difficult, it can also be an incredible asset when working on tasks that require deep concentration and thorough analysis. It can drive **intense dedication, expertise, passion, and innovation** in niche areas.



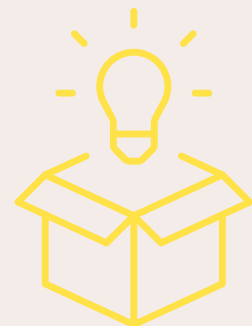
Sensory Sensitivities: While sensory sensitivities can pose challenges in overwhelming environments, they can also translate into **heightened awareness and attention to detail**, which is valuable in fields like art, design, or quality control.

Non-linear Thinking: While non-linear thinking might be at odds with conventional structures, it can lead to **innovative problem-solving, creative thinking**, and the **ability to see connections** that others might miss.



Pattern Recognition: Although an intense focus on patterns might seem restrictive, it can **enhance the ability to spot trends**, and **anticipate outcomes**.

Unique Perspectives: Can also be referred to as "thinking outside of the box". While unconventional perspectives might create difficulties in communication, they can also bring **fresh viewpoints and solutions** to teams, fostering diversity of thought.





DID YOU KNOW?

Success in the workplace hinges on continuous communication between the neurodivergent employee and their employer.



Ask what kind of support the employee requires in the workplace.



Listen to their concerns and requirements.



Communicate the workplace standards.



Involve staff in creating a genuinely inclusive work environment.



Reasonable Accommodations

It would be reasonable to provide accommodations such as:

Workplace inclusion/awareness training

Assistive technology such as subscriptions to organisation "apps"

Predictability - agendas, rosters, explanations when things don't go to plan

Flexibility with socialising / not socialising especially during break times

Can **sensory needs** be accommodated?
E.g. dimmer switches, floor seating

Clear and **direct** instructions - in writing if needed & Be given time to process new information/tasks

Can the job be customised to suit **productive strengths**?
E.g. Hyperfocus

Can a **mentor** be appointed to help interpret information / unspoken "rules"?

Can **additional** breaks / personal days be written into the contract? (non-paid if need be)

Communication preferences e.g. email > in-person meetings, camera off during online meetings