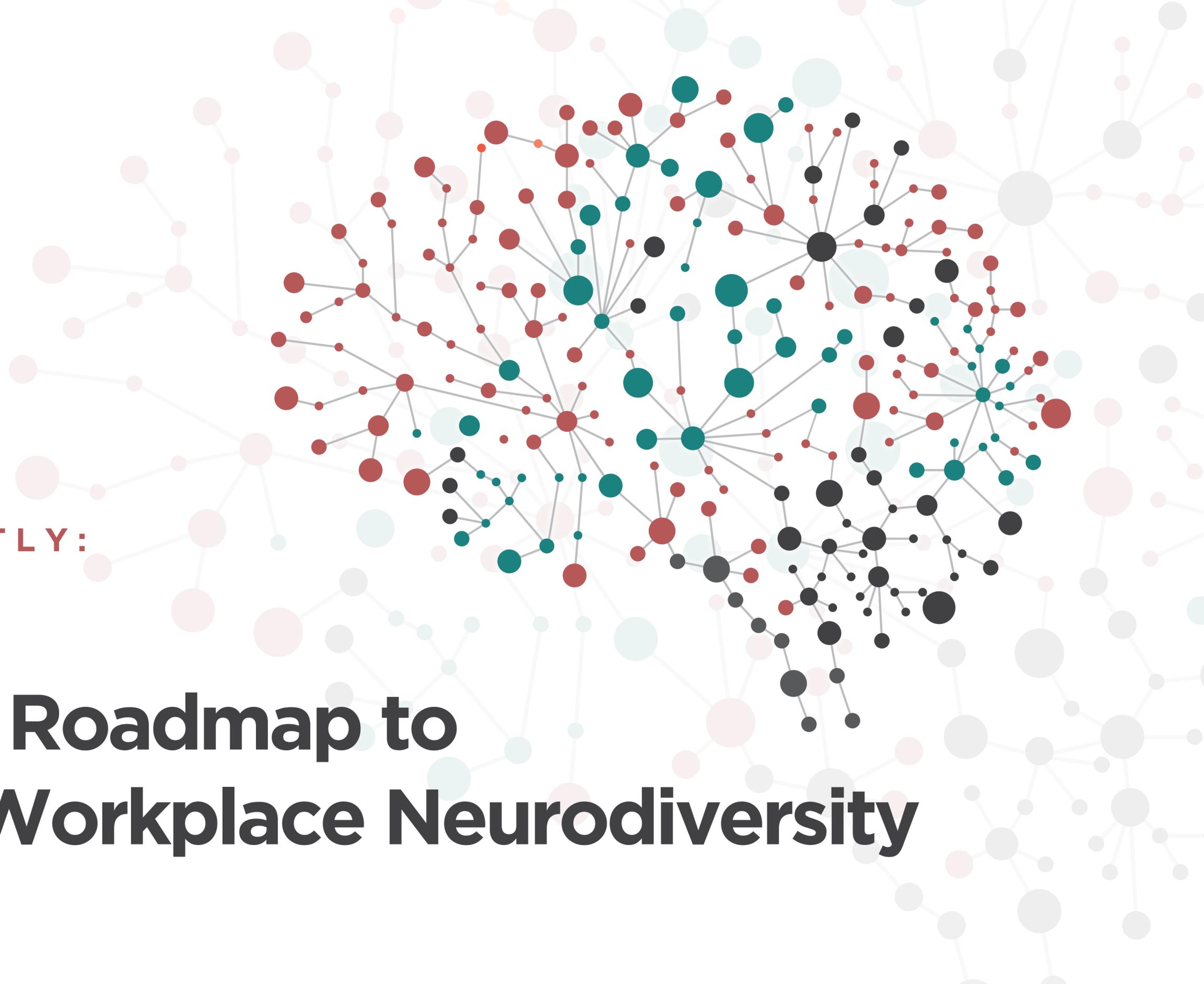




THINKING DIFFERENTLY:

Your 3-Step Roadmap to Promoting Workplace Neurodiversity



What is neurodiversity?

In candidate-short markets where companies are fighting to attract the right people, heads are turning towards the untapped potential of the neurodiverse talent pool.

“When it comes to the brain, there is no normal.”

Neurodiversity is an approach to learning, education and work that views neurological conditions not as disabilities, but healthy variations of what is considered the human norm.

It's a recognised social category that's on par with race, ethnicity, sexual orientation and disability status - and businesses are starting to take notice of it.



What are the most common types of neurodiversity?



Autism

A developmental condition that impacts how people communicate and interact with the world.

1 in 59 people is autistic, with men 4x more likely to be diagnosed than women. (CDC)



Dyslexia

A learning difficulty that causes problems with reading and spelling.

10% of people in the UK are thought to have dyslexia. (NHS)



Dyspraxia

A common disorder that affects movement and coordination.

52% of children with dyslexia may also have dyspraxia (Kaplan 1998).



ADHD

A condition that can cause restlessness, impulsiveness and difficulty concentrating.

Adults with ADHD are 18x more likely to be disciplined at work for “perceived behaviour problems” (WHO)

The problem with traditional recruitment

Neurodivergent talent can bring a new level of creativity and vision to your business, and companies are growing wise to its untapped potential as a talent pool.

However, there's one problem that can't be ignored - the traditional hiring methodology is heavily stacked against neurodivergent talent and filters them out early in the process.

If you want to harness the outright competitive advantage neurodiversity can bring to your business, there are several key changes that need to be made.

Your 3-Step Roadmap to Boosting Workplace Neurodiversity

From increased productivity to enhanced creativity and out-of-the-box thinking, neurodiversity benefits everyone in your team.

Implement this 3-step roadmap and you'll be taking leaps towards a stronger, more engaged and ultimately more productive workforce.



DIFFERENTLY:

1. Adapt

Reduce workplace stigma by educating employees

Before implementing a neurodiverse recruitment strategy, you need to bring your current workforce up to speed.

Not sure where to start?

Workplace Awareness training is an affordable and fast way to educate your teams on the benefits of neurodiversity.

Encourage openness within your teams

How many of your team members are already neurodivergent?

Clue: it's more than you think. Start the discussion with internal communications and encourage current employees to step forward and take pride in their neurodivergent talents.

Create safe spaces and quiet zones

Not all people work well in the bustle of a busy office. If you want to get the most out of your workforce, you need to give your staff options.

Create mixed spaces with different levels of noise, and let

your employees choose what works best for them.

Adopt flexible and hybrid working plans

Research has shown that hybrid working (a mix of office and remote) increases productivity.

If you want to empower your neurodivergent talent to excel in their roles and in-office environment changes can't be made easily, you need to be open to remote working.

2. Attract

Highlight your commitment to neurodiversity within your job ads

Encourage a broader scope of applications by stating your commitment to neurodiversity within the workplace.

If you've achieved accreditation for workplace diversity, here is the place to show it.

Be clear and jargon-free

Remove jargon and only list skills that are essential to your role.

If you're hiring for a Systems Engineer, for example, don't include customer service as a required skill.



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3. Interview

Modify your current screening processes

It's hard to judge a neurodiverse candidate on their past history if their prior working environments haven't given them the support they needed.

So, steer away from generic, all-inclusive competency frameworks and implement broader screening techniques for neurodiverse applicants.

Conduct blind, questionnaire-based first-stage interviews

Help to mitigate unconscious bias within your hiring process.

Remove key data from CVs such as names, dates of birth and genders, and adopt a questionnaire format over phone or face-to-face for first-stage interviews.

Create role-specific interview processes

The traditional interview process tests social skills over competence, excluding many neurodivergent candidates before they have a chance to shine.

Consider swapping your current interview format from question-based to one that focuses on demonstrating acumen and ability

through practical tasks.

Help candidates to prepare

Interview pressure can impact the quality of answers candidates provide.

If you opt to stick with the current question-based interview format, give neurodiverse applicants a brief prior to the interview that discloses the questions they'll be asked. By doing this, you'll give them the chance to provide answers that accurately reflect their strengths.

Got stress from your recruitment process? An RPO could be right for you.

Discover the top 3 benefits Recruitment Process Outsourcing could bring to your business now.

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