



Supporting Neurodiverse Colleagues in the Workplace.

Supporting neurodiverse colleagues in our workplace involves creating an inclusive environment that accommodates their unique needs and strengths. All our individual needs, whether neurodiverse (ND) or neurotypical (NT), are specific to us. Building relationships with people is the best way to determine their particular requirements. We strongly recommend utilising Emotional Intelligence and our [Moccasin Approach](#).



Here are just **some** of the ways you and your colleagues can support autistic individuals in the workplace:

- **Education and Awareness:** Train all employees to raise awareness about autism spectrum disorder (ASD) and other neurodiverse conditions and promote understanding and acceptance. Depending on your organisation's business, this may also be well accepted among your clients and customers.
- **Flexible Work Arrangements:** Allow for flexible work hours or remote work options, if possible, to accommodate sensory sensitivities or other challenges that may arise.
- **Clear and Clean Communication:** To minimise confusion, be direct and concise in your communication and provide clear instructions and expectations.
- **Use questions:** To clarify successful communication, ask questions to confirm their understanding and encourage ND colleagues to ask questions and challenge anything that **they** find illogical or confusing.
- **Structured Environment:** Establish consistent routines and procedures to create a predictable work environment, minimising sudden changes.
- **Accommodations:** Provide noise-cancelling headphones, adjustable lighting, a quiet workspace or any other "reasonable adjustments" to help manage sensory sensitivities.
- **Understand "Masking":** Masking refers to the process by which individuals consciously or unconsciously hide or suppress certain traits or behaviours associated with their neurodivergent condition to fit in or conform to social expectations.
- **Task Breakdowns:** Break down tasks into smaller, more manageable steps and provide written instructions or visual aids to help clarify. Ask your ND colleagues how they prefer to receive tasks.
- **Assigned Mentors or Buddies:** Pair autistic employees with mentors or buddies who can offer guidance, support, and assistance. This is why ND Awareness Training is critical for all employees, customers, and clients.
- **Social Support:** Encourage team-building activities focusing on individual strengths and interests rather than social norms. Foster a culture of acceptance and inclusion.
- **Social education:** Ask any ND colleagues who feel comfortable doing so to give a short presentation to help colleagues understand their challenges and needs. Those who are less willing can have their points included by others.



- **Feedback and Recognition:** Provide regular feedback and recognise achievements to boost confidence and morale.
- **Professional Development Opportunities:** Offer training and professional development opportunities tailored to individual needs and career goals. Ideally, (if possible), find a facilitator who is also neurodiverse. Going the extra mile will mean a lot to ND colleagues who attend training delivered by someone who is in their shoes.
- **Accessible Resources:** Ensure that resources such as employee assistance programs, mental health services, and support groups are readily available and accessible.
- **Respect for Boundaries:** Respect personal boundaries and preferences regarding social interaction and communication.
- **Sensory-Friendly Spaces:** Designate sensory-friendly spaces where employees can take breaks or relax as required.
- **Anti-Discrimination Policies:** Implement and enforce policies that prohibit discrimination and promote equal opportunities for all employees, including those with disabilities.
- **Regular Check-Ins:** Schedule regular check-ins with autistic employees to assess their well-being, address concerns, and provide ongoing support.

Implementing these strategies and others to support all colleagues, whether ND or neurotypical (NT), will also help organisational customers and clients and create a more inclusive and supportive workplace environment for all, allowing ND and NT colleagues to thrive and contribute their unique talents and perspectives to the team.

“We’re in this together”



To discuss any requirements your organisation may have, please click the image below or give us a call to ask any questions at all.

