

NEURODIVERSITY
NEW FRONTIERS IN WORKFORCE
TALENT MANAGEMENT

Neurodiversity in the
Workplace is Good Business


Erica Wight

Neurodiversity:

- The notion that there is an inherent range of differences in human neurocognitive functioning.

Neurodivergent:

- A person whose neurological state is atypical, and who may have been diagnosed with a neurological condition such as autism, attention deficit hyperactivity disorder, dyslexia, or others.



“Everybody is a genius. But if you judge a fish by its ability to climb a tree, it will live its whole life believing that it is stupid.”

-Albert Einstein

Neurodiversity Movement:

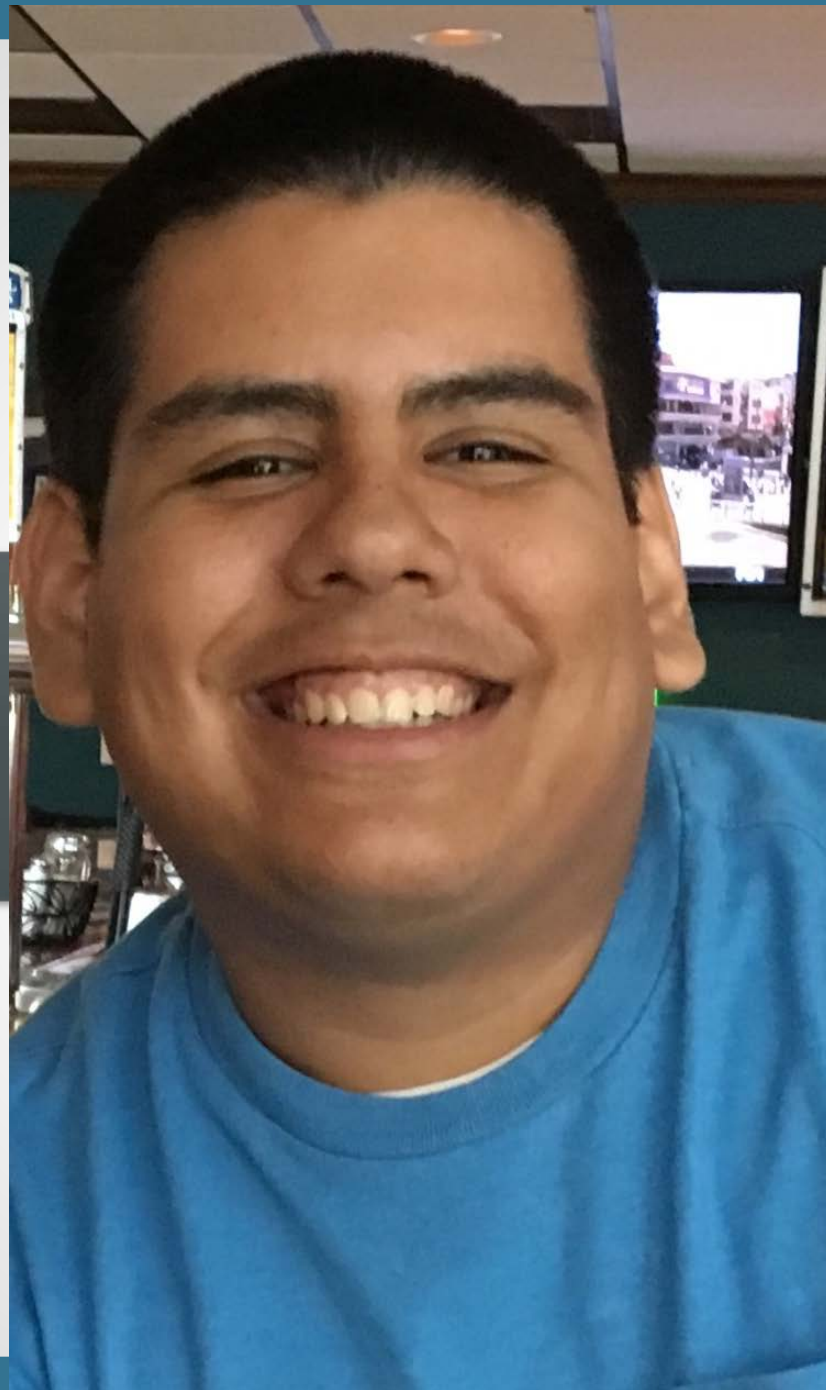
- A civil rights movement claiming that neurological differences are to be respected and celebrated



Itineris

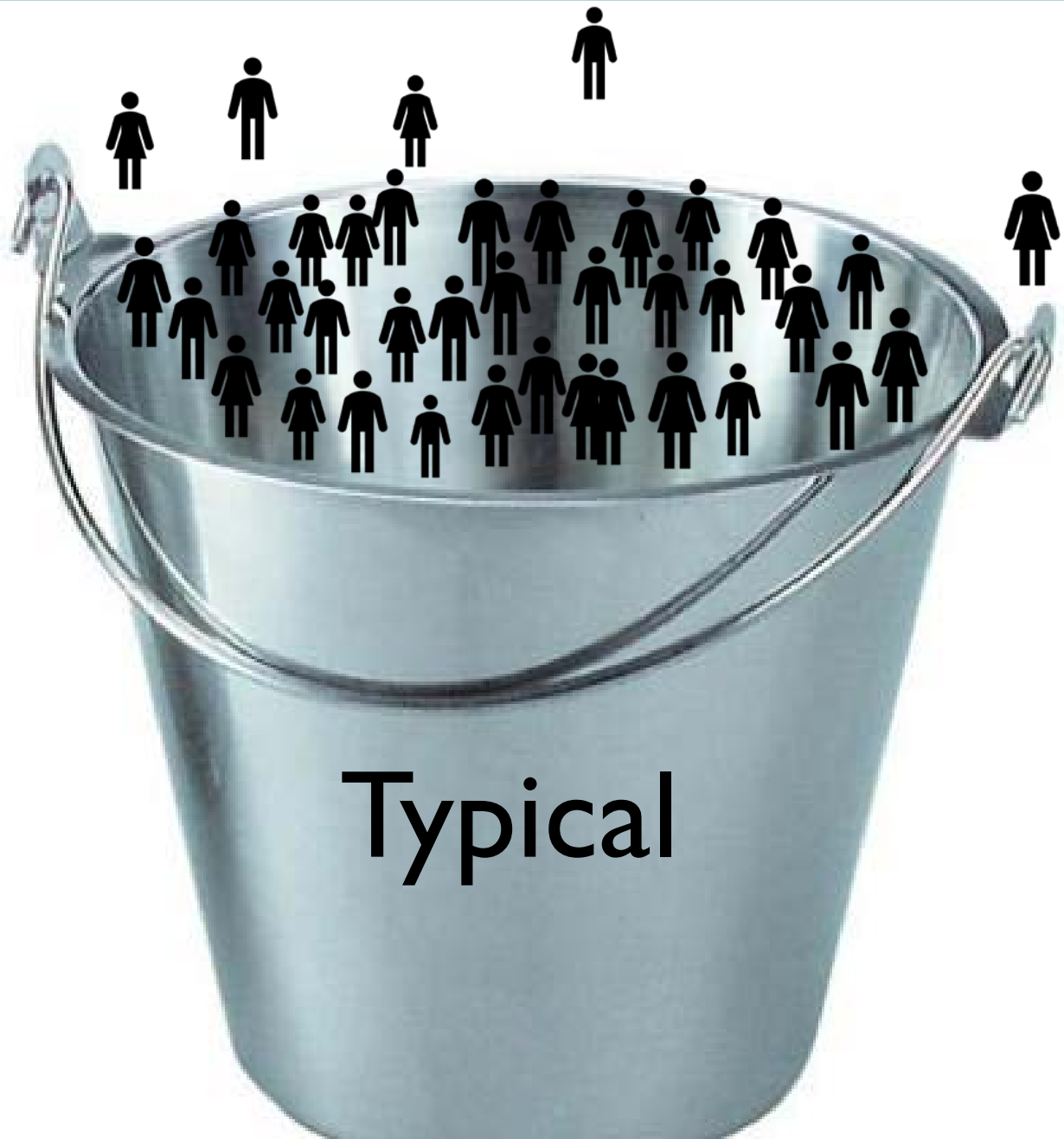
Meaningful employment, community engagement, and dignity of choice for adults with autism.

Greg Tsouvalos
Autistic HR Assistant,
WR Grace

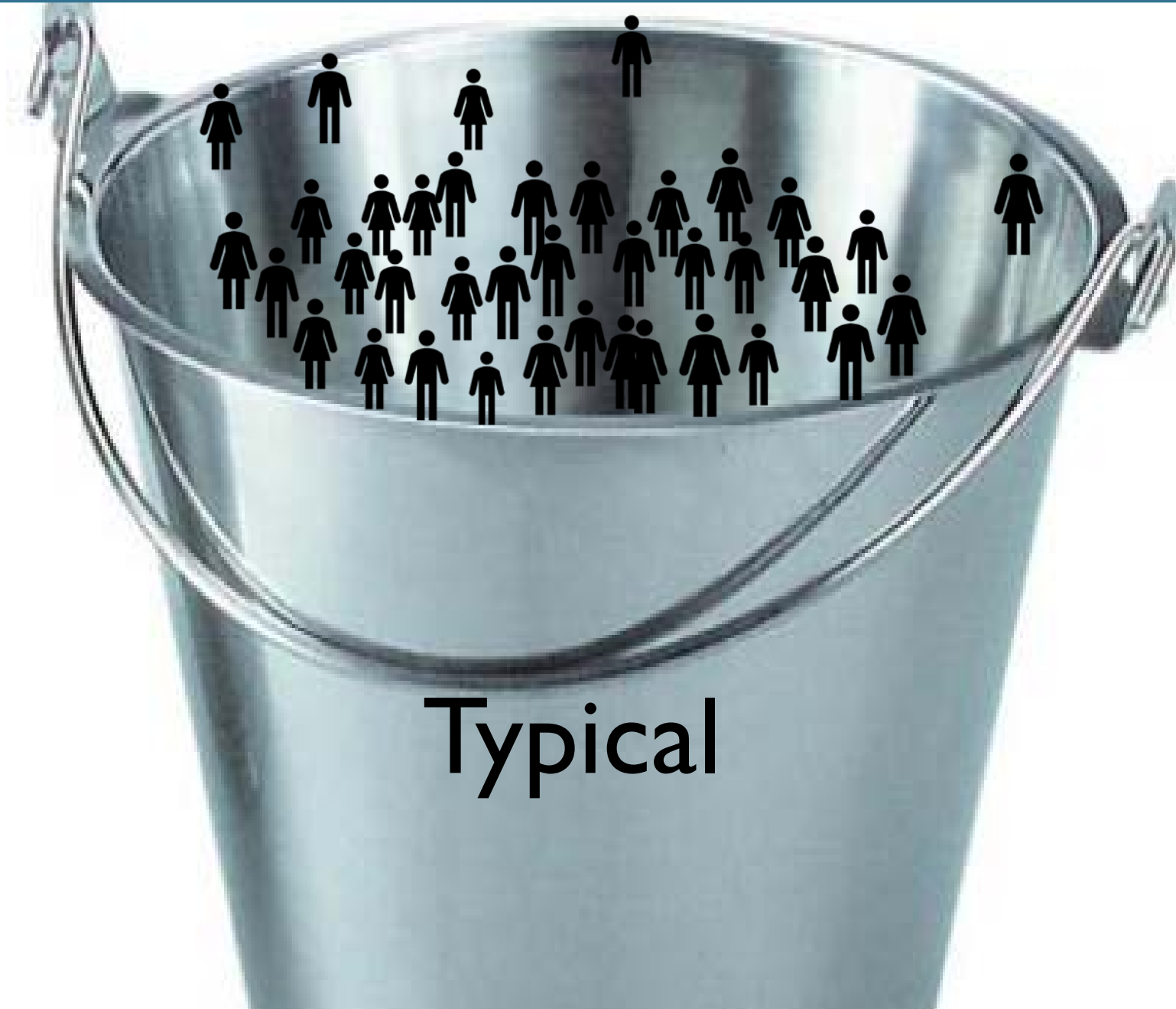


Sydney Wight
Neurodivergent
Third Grader





Typical



Typical

“Nothing is more powerful than an idea whose time has come.”

-Victor Hugo

What benefits can a Neurodiverse workforce bring to your business?

Creativity

Spatial knowledge

Attention to detail

Innovative thinking

Memory

Data-driven thinking

Problem solving

Inferential Reasoning

Pattern Recognition

Capacity to process information

Increased tolerance for repetition

Hyperfocus

Perseverance

Math skills

Neurodiversity working

- Neurodiversity incorporates the advantages of regular workplace diversity
 - larger candidate pool
 - fostering different perspectives and ideas
 - better creativity
 - a more inclusive atmosphere
- Manageable changes in your organization can have a big impact with high returns
 - Hiring
 - Training
 - Accommodations
- Companies are increasingly considering Neurodiversity to provide a legitimate competitive advantage

QUESTIONS

