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

-Victor Hugo
What benefits can a Neurodiverse workforce bring to your business?

- Attention to detail
- Innovative thinking
- Data-driven thinking
- Memory
- Capacity to process information
- Perseverance
- Memory
- Problem solving
- Spatial knowledge
- Math skills
- Increased tolerance for repetition
- Hyperfocus
- Pattern Recognition
- Inferential Reasoning
- Creativity
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