

Building Workplaces Where Neurodivergent Workers Thrive

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DEFINITION:

Singer (1998)



Neurodiversity conveys the idea that there are **natural variations amongst humans** that lead to differences in terms of how people think, process information, and interact with others.

NEURODIVERGENCE EXAMPLES

- Autism Spectrum
- ADHD
- Dyslexia
- Dyscalculia
- Dyspraxia
- Tourette syndrome
- Mental Health Conditions (schizophrenia, depression, anxiety, OCD)

NEURODIVERGENCE is **NOT** something that **NEEDS TO BE FIXED,**

but rather,
BETTER UNDERSTOOD AND ACCOMMODATED.

NEURODIVERGENT PEOPLE TEND TO SCORE ABOVE AVERAGE IN:



Creativity



Memory



Resilience



Pattern-recognition



Mathematics

BENEFITS FROM EMPLOYER PERSPECTIVE OF NEURODIVERGENT WORKPLACE

- ✓ Improved company culture and moral
- ✓ More diverse perspectives
- ✓ Increased retention
- ✓ Better managers
- ✓ Above average talent and skill

5 RECOMMENDATIONS TO BUILD A WORKPLACE WHERE NEURODIVERGENT WORKERS THRIVE:

- 1 Awareness Training
- 2 Alternative Hiring Practices
- 3 Flexible Accommodation Practices
- 4 People First Management
- 5 Build Community

