

# UNDERSTANDING NEURODIVERSITY

Working effectively with neurodivergent employees

## ◆ ABOUT THE COURSE

Around 15-20% of the UK working population is neurodivergent, and 45% have left or lost a job through feeling misunderstood. This session gives managers the awareness and the practical tools to approach difference from a perspective of inclusion.

We'll look at what sits under the neurodiversity umbrella, the bias behind narrow ideas of 'professional' behaviour, and how to run conversations and feedback that let people ask for what they need.

## ◆ SESSION AGENDA

- 01 What Neurodivergence Means**  
Different cognitive processes that are neither incorrect nor in need of fixing.
- 02 Common Neurodivergent Conditions**  
The range of neurodivergent conditions, the different strengths people may bring, and why it is important to ask rather than assume.
- 03 Understanding Bias**  
Use System 1 and System 2 thinking to challenge narrow ideas of a good employee.
- 04 Inclusive Conversations**  
Make 1-to-1s structured and safe, and respond well when someone discloses.
- 05 Wellness Action Plans**  
A light-touch plan offered across the whole team, so nobody is singled out.
- 06 Brain-Friendly Feedback**  
Provide feedback that is clear, constructive and accessible to neurodivergent team members.

## ◆ INTERACTIVE EXERCISES

### Opening Quiz

Four statistics showing why neuroinclusion matters at work, run as a live poll.

### Strengths and Support

Name three strengths a colleague who works differently brings, and how to support them.

### 'Standard' Workplace Behaviour

List what counts as 'professional' where you work, then ask who that excludes.

### Good Practice for 1-to-1s

Audit what you already do to help reports raise problems. Pick one thing to try.

### Wellness Action Plan

Work through a template covering triggers, warning signs, adjustments and review.

### Practising Feedback

Draft clear, unambiguous feedback for a realistic situation, tuned to neurodivergent needs.

## ◆ LEARNING OUTCOMES

- ◆ Greater awareness of neurodivergence at work and the bias that surrounds it.
- ◆ Confidence to talk openly about what people need.
- ◆ Wellness Action Plans and adjustments you can offer across a whole team.
- ◆ Clearer, more specific feedback that lands well and is acted on.

## FACILITATED SESSION

This is a coach-led session. Managers apply the learning to real situations within their teams, examine their own assumptions, and practise the conversations - leaving with named actions, not just awareness.