

NEURODIVERSITY

Understand and support your colleagues' needs

◆ ABOUT THE COURSE

Neurodiversity describes the variation in brain function across the whole population — how people learn, process information and carry out tasks. Neurodivergent colleagues may be autistic, have ADHD or be dyslexic, and may concentrate, communicate and work in ways that differ from what a workplace treats as standard. Some have a formal diagnosis; many do not.

This session is practical. Nobody leaves as an expert in any condition, but everyone leaves better able to understand and support the colleagues they work with.

◆ SESSION AGENDA

- 01 What Neurodiversity Means**
Explanation of what neurodiversity is and breaking down common misbeliefs.
- 02 What You Might Not See**
Explore masking, cognitive load, sensory load and executive-function demands, and the effort they take.
- 03 Pause Before You Interpret**
Separate what you actually know about a behaviour from what you have assumed about the reason for it.
- 04 Make It Clear**
Use three habits — be clear, offer choice and check — to take the friction out of everyday requests.
- 05 Responding Helpfully**
Know what to say when a colleague shares a need, and where your role ends and a formal process begins.

◆ INTERACTIVE EXERCISES

When Do You Do Your Best Work?

Identify the conditions you need to work well and compare them with a partner.

Myth or Nuance?

Discuss four common beliefs about neurodiversity and where each one falls short.

Reading Behaviour

Work through everyday scenarios, separating what is observed from what is assumed.

Rewrite the Request

Take a vague work request and make it clear, offer choice and invite a check.

Helpful Language

Rephrase everyday statements so they are more inclusive and respectful.

◆ LEARNING OUTCOMES

- ◆ Understand what neurodiversity is and what it means at work.
- ◆ Recognise the effort a colleague may be putting in that is not visible from the outside.
- ◆ Set out requests and expectations in a way that works for a wider range of people.
- ◆ Respond well when someone shares a need, and know when to signpost to a formal process.

FACILITATED SESSION

This is a facilitated, discussion-led workshop rather than a lecture. Your coach guides the group through practical exercises, encourages open discussion, and creates a respectful environment where participants can share experiences, challenge their thinking and learn from one another. Nobody is asked to disclose anything about themselves.