

Neurodiversity Celebration Week with Rachel Morgan-Trimmer

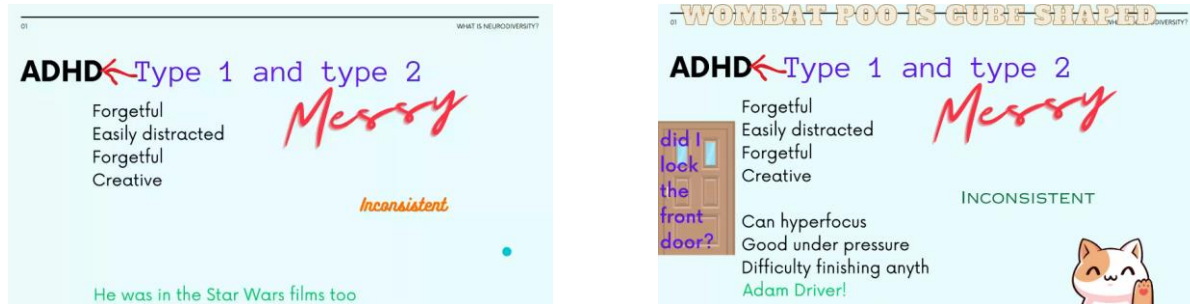
ADHD:

Type 1 – hyperactivity = unable to sit still, fidgeting

Type 2 – inattentive = daydreaming, lack of engagement (more common in women)

Forgetful. Messy. Easily distracted. Lateral mindset. Creative. Inconsistent (e.g. messy at home, organised at work). Hyperfocus on tasks that they are interested in and/or passionate about. Good under pressure.

Below is an example of ADHD thought process:



Autism

Differences in social communication. “Don’t fit in”. Misunderstood strong reactions. Either too sensitive or insensitive. Great tenacity.

Autistic people are good at thinking outside the box, as well as around it. What else can the box be?

Neurotypical people are good at thinking of ways to be inclusive but often do not feel empowered to share them.



Why is it important?

We are all important. Everyone benefits from inclusion. Inclusive workplaces make more money – 1.6 times more revenue. 2 times more economic profit. 2.6 times more net income to “normal companies” – findings by Accenture ([Latest Accenture Research Confirms Disability Inclusive Companies Are More Profitable \(forbes.com\)](https://www.forbes.com))

Neurodivergent employees can be more productive if they are in roles they enjoy and have the chance to thrive.

How can we become inclusive?

Be welcoming – be authentic to all, provide timings and questions during the recruitment process. Ask for personal preferences.

Invite them to participate, and to engage – what are their opinions or thoughts on the matter? And actively listening to their answers.