



# NAVIGATING NEURODIVERSITY

15 ways to manage a diverse  
skill set for a culture of  
inclusion



## 15 ways to manage a diverse skill set for a culture of inclusion:

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**#1**

Encourage self-advocacy amongst all employees.

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**#2**

Recognise that traits are seen as positive or negative according to our societal expectations, workplace culture and expected tasks within a job role.

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**#3**

Be mindful that the workplace environment is usually not set up to be neurodivergent friendly; bright lights, noisy areas, meeting styles that favour the extrovert.

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**#4**

Knowledge, understanding and empathy are critical to a successful working environment and a good relationship with your team. What training do you need as a manager?

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**#5**

Be aware of 'masking', where a neurodivergent employee may seem ok but they're actually not. Feeling psychologically safe is critical for self-disclosure and self-advocacy.

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**#6**

Many neurodivergent employees have faced discrimination and bullying in organisations so may be resistant to speak out for what they need.

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**#7**

Know The Equality Act 2010 and your legal duty regarding reasonable adjustments.

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**#8**

Make workplace adjustments when requested or needed - e.g. distraction free zones, noise cancelling headphones, opportunity to WFH.

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**#9**

Be mindful that neurodivergent individuals will often experience sensory overload during the working day and be putting strategies in place to manage this.

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**#10**

Adopt an 'inclusion lens' rather than a disability one as a strengths-focused approach will support self-esteem, confidence, motivation and subsequently productivity.

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**#11**

Be mindful of your own personal bias and judgement. What assumptions have you made about neurodiversity?

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**#12**

Consider flexibility in terms of role definition.

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**#13**

Think about individuality and self-expression. How much conformity is needed to be productive?

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**#14**

Focus also on parents of neurodivergent children – how are they impacted? What challenges are they facing outside work?

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**#15**

Aside from more complex caring responsibilities, reflect on the fact that parents and carers may be exhausted due to lack of much-needed downtime after work.

### **Neurodiversity for Managers Webinar**

At P&P Coaching, we are dedicated to helping organisations embrace neurodiversity and unlock the full potential of their diverse skill sets. We believe that by embracing neurodiversity and cultivating an inclusive culture, organisations can drive innovation, productivity, and employee satisfaction.

If you're interested in learning more about how we can further support your organisation, we offer a 60-minute webinar specifically designed to help managers understand the challenges faced by neurodiverse employees. Please [reach out to us](#) for more information.

Embracing neurodiversity can unlock the full potential of your workforce and foster an environment where everyone can thrive. Let's celebrate diversity and create inclusive workplaces together!

# Learn from experts

Ready to connect and collaborate with like-minded professionals? Contact us today to unlock new opportunities and drive forward diversity and inclusion.



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