



“Starting to understand Neurodiversity in the Workplace”

*Karen Lewis
Numerical Algorithms Group
(NAG)*



Questions?



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No personal information is collected.



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NAG Neurodiversity Group



- Understanding and addressing issues faced by Neurodiverse Team Members
- What have the Neurodiversity Team done so far?

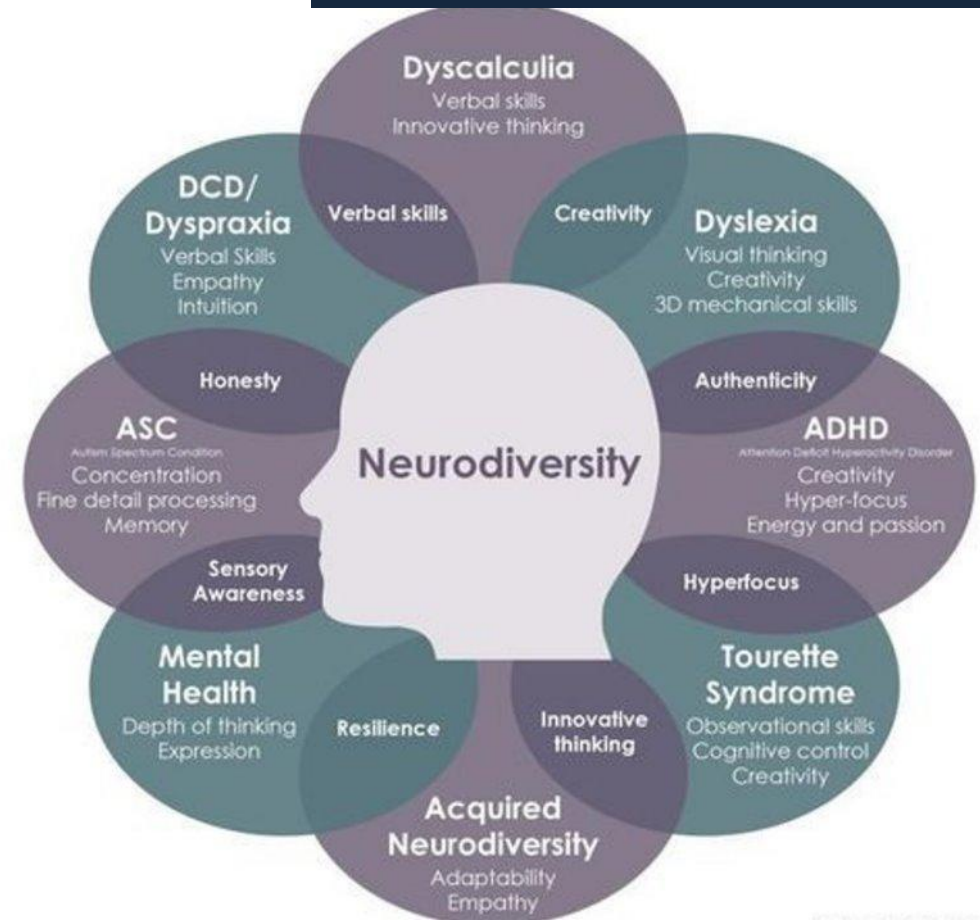


Karen Lewis

Move the Needle – September 2024

What is Neurodiversity

- Neurodiversity refers to the different ways a person's brain processes information.
- It is estimated that around 1 in 7 people in the UK have some kind of neuro difference (*NHS Health Education*)
- Deloitte report that between 15 – 20% of the global population is considered neurodivergent.
- Being neurodiverse has no correlation with intelligence



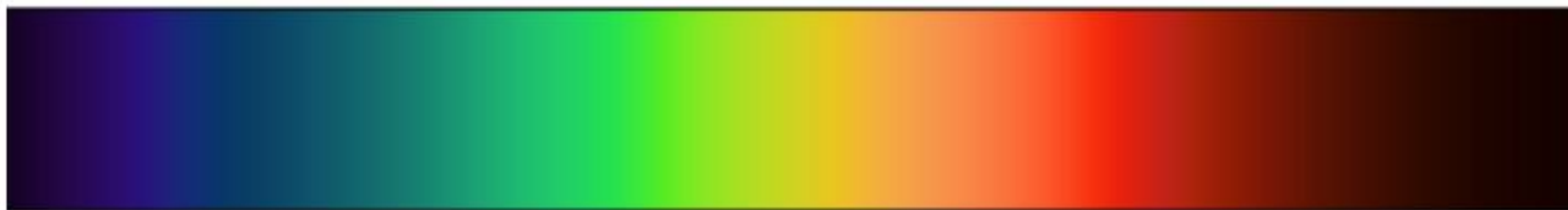
But we're all on the spectrum somewhere, aren't we?

- Best intentions
- Spectrum v Gradient



How people think the spectrum looks

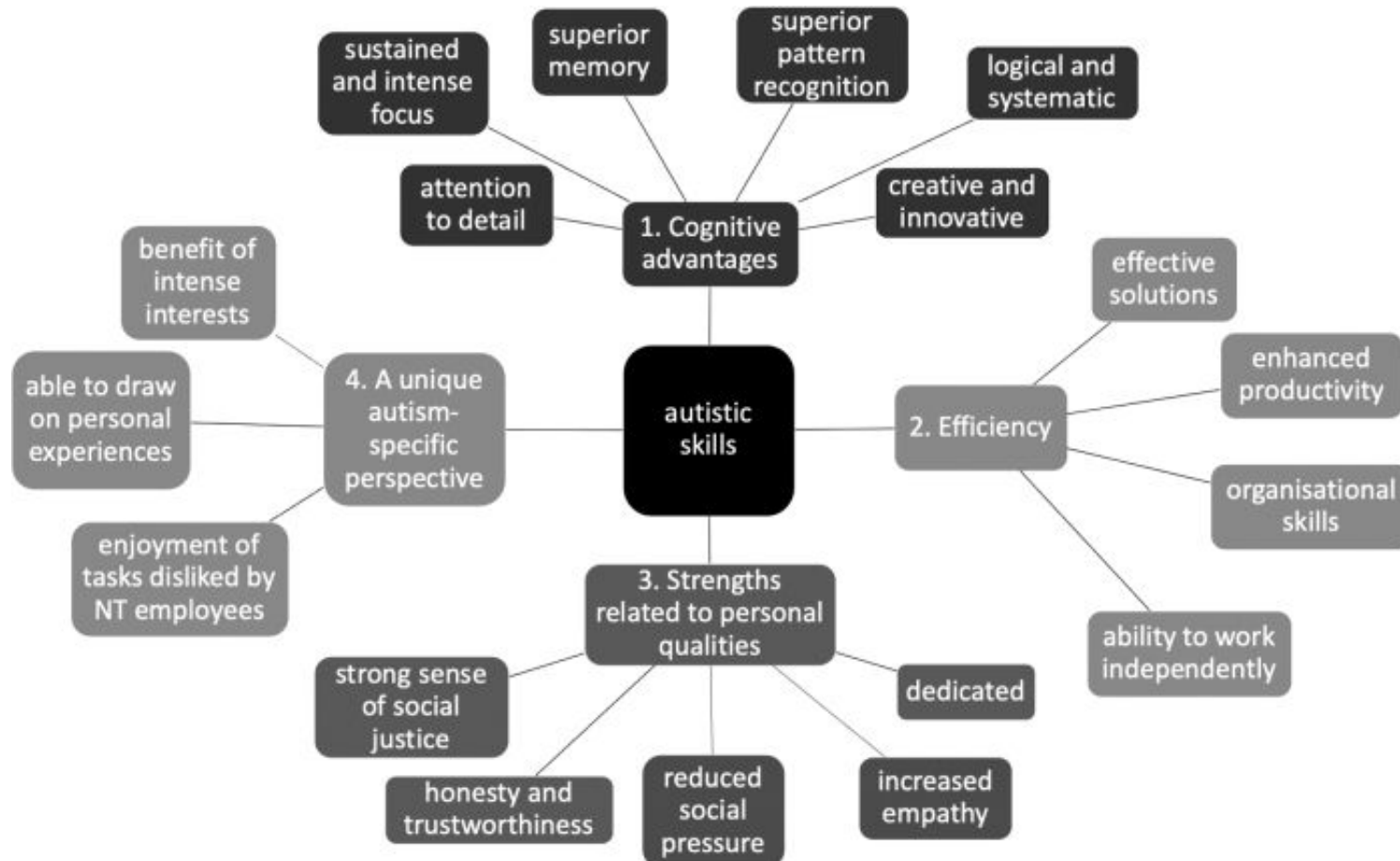
The autism spectrum looks more like this:



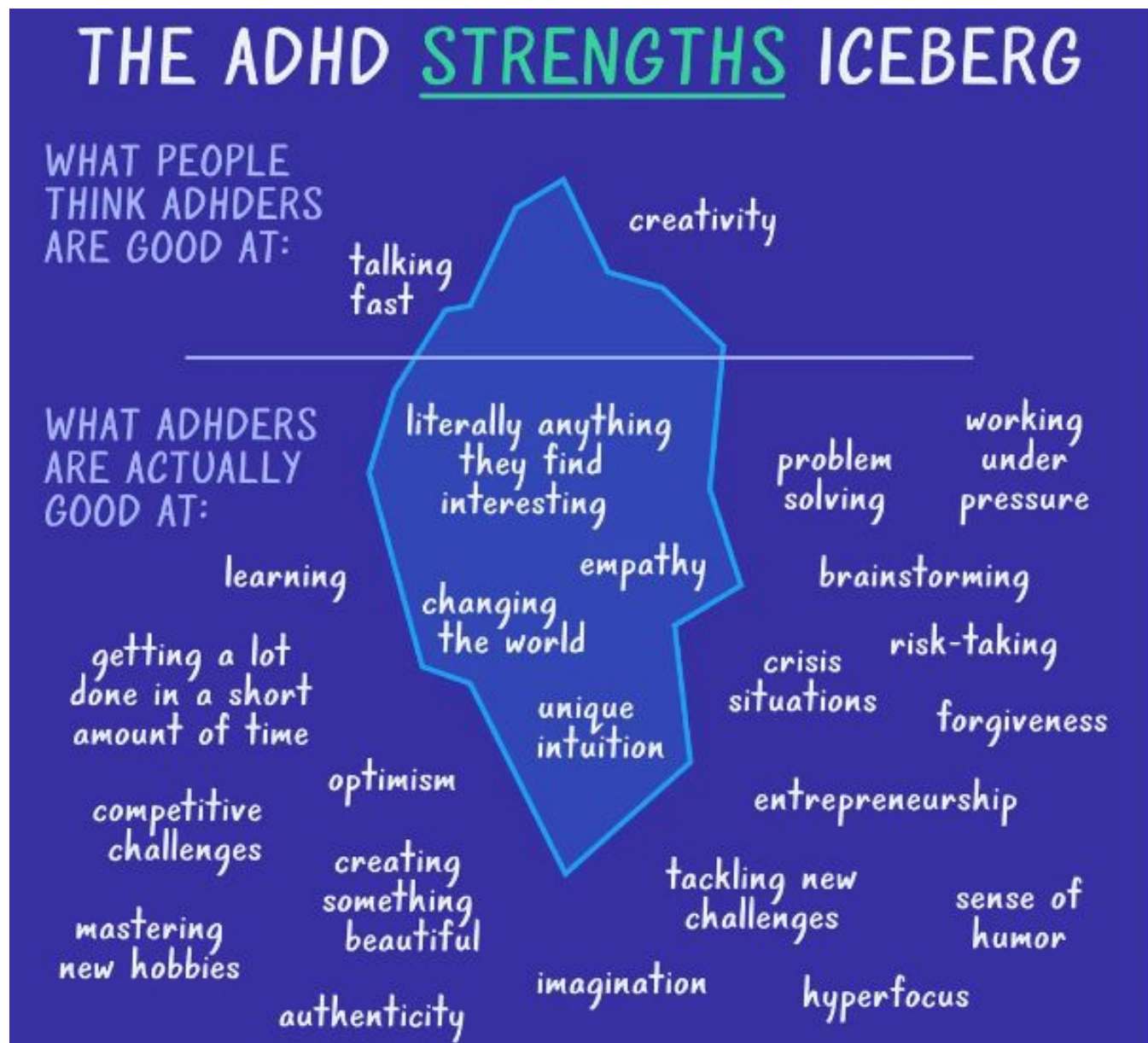
Pragmatic Language	Social Awareness	Monotropic Mindset	Information Processing	Sensory Processing	Repetitive Behaviors	Neuro-Motor Differences
Social communication including body language, eye contact, small talk, and turn-taking in conversation.	Ability to pick up on etiquette, social norms, taboos. Ability to form and maintain relationships.	Narrow but intense ability to focus, resulting in "obsessive" interests and difficulty task-switching.	Ability to assimilate and apply new information quickly or to adapt to new environments or situations.	Challenges interpreting sensory information, hypersensitivity or hyposensitivity to stimuli.	Tendency to "stim" in response to varying emotions. Can be beneficial or harmful in nature.	Ability to control body movements. Ranges from clumsiness to complete loss of ability to move with intention.

Strengths of ASD

Autism Spectrum Disorder



Strengths of ADHD



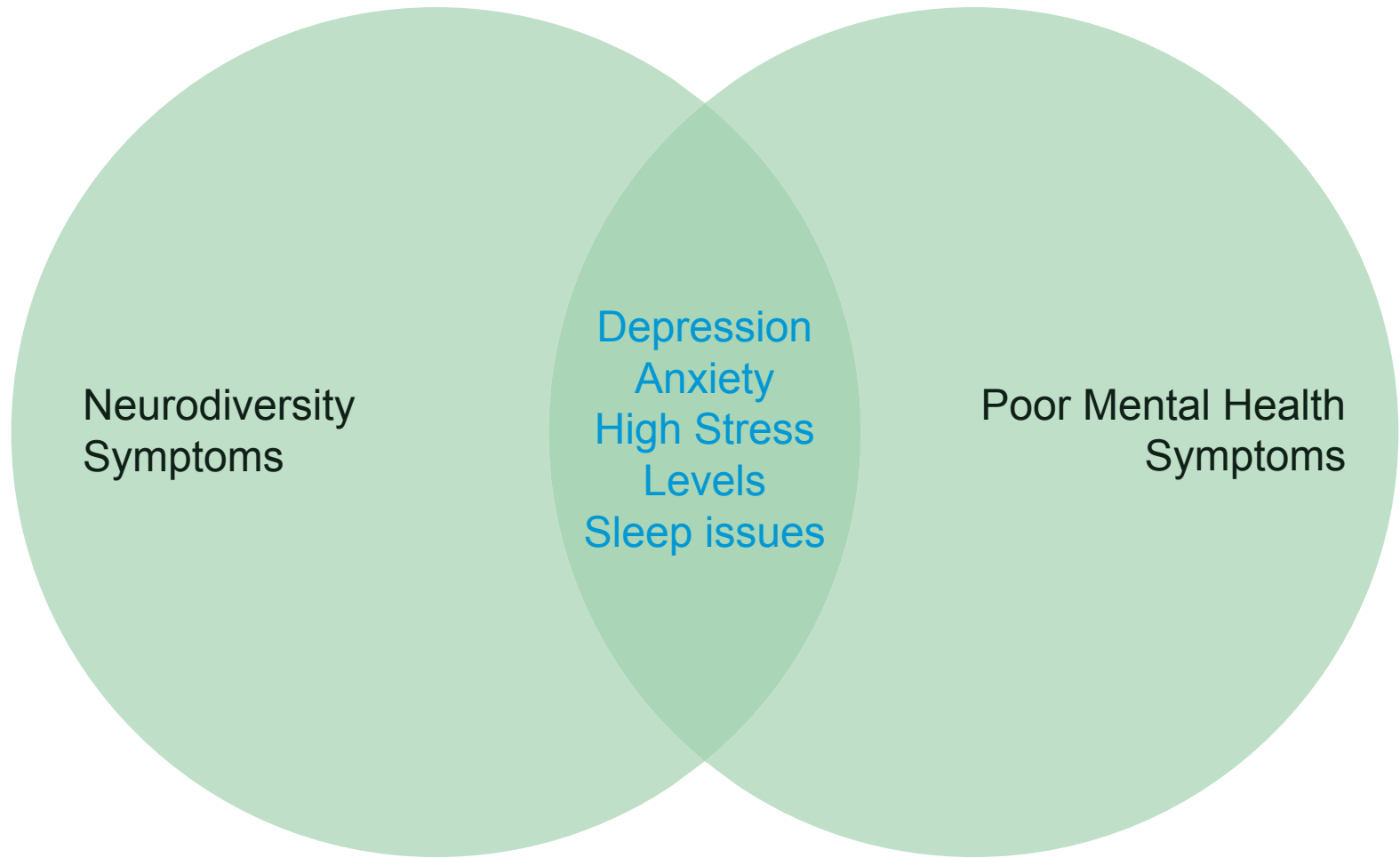
Attention
Deficit
Hyperactivity
Disorder

- Communication
- Sensory Sensitivities
- Executive Functioning
- Social Interaction
- Poor sleep
- Focus issues & distractions
- Prejudices and stereotypes

Issues that
Neurodiverse
Team
members
may
experience

Potential Impact

- Misunderstanding and miscommunication, feelings of isolation or frustration
- Stress & anxiety, reduced productivity
- Missed deadlines, colleagues' perceptions
- Feelings of exclusion
- Discrimination



Neurodiversity
Symptoms

Depression
Anxiety
High Stress
Levels
Sleep issues

Poor Mental Health
Symptoms

- Clear and direct communication
- Written instructions
- Regular Check-ins
- Empathy & Understanding
- Respect of individual differences
- Recognise strengths and work to them!
- Offer flexible accommodations
- ASK!

**How do we
support
Neurodiverse
Colleagues?**

What has the NAG Neurodiversity group done so far?

- A dedicated Team
- Communication
- New 'body-doubling initiative
- A practice where a person works on and completes potentially frustrating tasks with another person or group of people.
- A supportive environment which helps us anchor on the task in hand
- Anecdotal evidence suggests it is helpful
- Widely used in the ADHD community, so much so that there are organisations who offer paid body doubling sessions.

What's next?

- Neurodiversity page on our SharePoint site to detail how we might support neurodiverse colleagues and to provide information.
- Assistance for managers written by neurodiverse colleagues to help them understand and provide support.
- Training to help managers implement practices to positively impact our neurodiverse employees.



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