

THE RISE OF NEURODIVERSITY – MAKING WORKPLACES WORK FOR EVERYONE

An information flyer for employers, managers, HR colleagues.

Neurodiversity recognises that brain differences - such as autism, ADHD, dyslexia, dyspraxia, and Tourette syndrome - are natural variations of the human population.

WHAT NEURODIVERSITY IS (AND ISN'T)

- **It is:** a way of describing natural differences in how people think, learn, communicate, sense, and focus.
- **It isn't:** a single condition, a trend, or a performance issue.
- **It includes:** both strengths (e.g., pattern recognition, creativity, deep focus) and support needs (e.g., sensory overload, executive functioning challenges).
- **It benefits everyone:** when work is clearer, calmer, and more flexible, most people perform better.

WHY THIS MATTERS AT WORK

- **Better performance & innovation:** Clear expectations and diverse thinking improve output and problem-solving.
- **Stronger retention & culture:** Inclusive, psychologically safe environments reduce burnout and staff turnover.
- **Fairness & compliance:** Supports disability inclusion through low-cost, high-impact adjustments.

MAKE WORKPLACES WORK FOR EVERYONE: PRACTICAL ACTIONS WITH ZERO COSTS.

- **Set clear expectations:** Define priorities, deadlines, and success; avoid vagueness.
- **Enable flexible work styles:** Allow flexible hours, quiet time, or task batching.
- **Run structured meetings:** Share agendas, enable chat/notes, summarise actions.
- **Create a low-friction environment:** Support quiet spaces, headphones, mindful lighting/noise.
- **Keep communication accessible:** Use simple formats, record decisions, use tools. (captions, task boards)

For assistance on managing these processes contact the team at Six.

START HERE

- **Ask:** “What helps you do your best work?” Make it safe to answer.
- **Act:** trial adjustments for 2–4 weeks and review what’s working.
- **Normalise:** offer choices (captions, agendas, quiet spaces) as standard, not special.
- **Learn:** provide neurodiversity training for managers and teams; update policies to be inclusive by design.



DO: Align on preferred communication, give regular feedback, set clear priorities, give notice for changes, check understanding

AVOID: Last-minute surprises, ad-hoc complex chats, unclear ownership, unwritten expectations

If you need support around neurodivergence or managing a neurodiverse colleague, reach out to Six, our specialists are here to support you in supporting your team, so that everyone can bring their full selves to work

