



"Tapping The Hidden Talent Pool"

Diagnosed and Disclosed

For many employers this is the best situation. Many Neurodivergent individuals will be able to tell you where they struggle at work and what types of reasonable adjustments and coping mechanisms will help them perform to the best of their abilities. Once an employee has disclosed, the manager and the employee can have an open dialogue about what challenges the Neurodivergent employee might experience in the workplace and what appropriate reasonable adjustments can be put in place to best support them.

Our Advice

- First and foremost – do not jump to conclusions or make assumptions about what the individual’s particular challenges related to Neurodiversity may or may not be. Every Neurodivergent individual is different and will have different workplace needs and requirements.
- Listen to the Neurodivergent employee. Learn why they are disclosing to you and discuss if and how they want to disclose to others at their workplace.
- If your team or organisation is unfamiliar with Neurodiversity. Ensure that all relevant teams in the organisation have some form of Neurodiversity Awareness Training.
- Develop a plan for reasonable adjustments with HR and the colleague.