



"Tapping The Hidden Talent Pool"

Organisational Culture

For any organisation seeking to become Neurodiversity Confident, organisational culture plays a key role in this process. Some of the key challenges that organisations face when seeking to become Neurodiversity Confident will include ableism, microaggressions, imposter syndrome and individual and group attitudes towards Neurodiversity and Neurodivergent people.

Successful workplace cultures will be ones that are based on compassion, empathy, collaboration, trust, and integrity. These successful workplace cultures will also have fewer disagreements amongst teams, greater levels of knowledge sharing across business functions and greater levels of respect for individuality and innovation as a consequence.

Ultimately for an organisation's culture to be one that includes all Neurodivergent people it is necessary to tackle difficult challenges. As human beings we are products of our experiences, the areas we live in and the people we socialise with. Perhaps, many employees in your organisation have preconceived negative attitudes towards Neurodiversity because of what they have read in the media. Perhaps there is a fear that Neurodivergent employees in an organisation will challenge and ultimately change the status quo. Ableism and microaggressions inevitably take hold when we fear what we don't know or understand. Explaining to employees why statements such as "You don't look disabled?" can be very damaging or perhaps condescending and overbearing management of a Neurodivergent employee can be damaging to the team and the wider organisation.

A good organisation needs to clearly explain to their employees what values they want to live and these must be clearly communicated across the wider organisation. The net effect being that every employee in your organisation must be included in the conversation around Neurodiversity culture change it need not be just allies, affiliates and those who are Neurodivergent.

Our Advice

- Be prepared to have difficult conversations with employees who are not onboard with Neurodiversity in your organisation.
- Training and educating of all business functions in your organisation will increase knowledge sharing, confidence, skills, and organisational best practice.
- Be prepared to make mistakes but see these as learning opportunities to do things differently.
- Be compassionate, empathetic, and willing to learn from your Neurodivergent employees in your organisation to deliver meaningful change.
- Create psychologically safe working environments where Neurodivergent employees can bring their whole selves to work without fear of judgement, discrimination, or bullying.
- Actively ensure that all c-suite leaders are driving a values driven culture to ensure that change comes from the top downwards.