



"Tapping The Hidden Talent Pool"

Emotional Exhaustion

Some Neurodivergent people will put a substantial effort into trying to “appear normal” and attempting to mask behavioural traits that are commonly associated with Neurodiversity. This is called cloaking or masking which can be emotionally exhausting for a Neurodivergent individual. Take for example a Neurodivergent employee is brought to task by their line manager for constantly submitting project tasks late. They might engage in repetitive stress relieving behaviours such as chair rocking or pacing up and down in the office to reduce their stress but this might have negative affect of adding to their stress. Providing psychologically safe spaces such as designated quiet zones or sensory rooms can help ensure that Neurodivergent employees are happier and more successful in the workplace as a consequence.

It is worth noting that some Neurodivergent employees might become overwhelmed and exhausted from many aspects of their jobs such as working in a noisy open plan office, multiple demands from other colleagues for work and their time and constant meetings can all cause emotional exhaustion for a Neurodivergent employee. As human beings we are all pre-disposed to emotional tiredness from time to time. Yet, for an employee who is Neurodivergent they might find it considerably harder to regulate their emotions. So, it is essential that they have the option of downtime during the working day if they are showing signs of emotional exhaustion.

Our Advice

- Provide designated quiet zones and sensory rooms for Neurodivergent employees to emotionally reregulate if necessary.

- Ensure that they are working in a closed plan office space with a fixed desk where possible.
- Limit demands on their time from other team members wanting work completed if necessary.
- Don't force them to attend social events.
- Allow more flexible working options. Don't make attendance in the office mandatory five days a week