



"Tapping The Hidden Talent Pool"

Corporate Culture

An organisation's culture provides another context that can prove challenging for Neurodivergent employees. An organisation's culture will include its values, policies, and management style as well as the actual working environment. Every organisation's culture will differ, but it can vary from a more traditional style with clearly defined hierarchies to a less structured matrix style environment where the balance of power in an organisation is often more subtle and implicit in nature. Teams will vary from several employees in an organisation to ones that are multi-jurisdictional and employ thousands of people across the globe.

Neurodivergent individuals by nature will often tend to be very logical. However, the norms of company culture and the behaviour of other employees can be as confusing as the customs of a foreign country.

The working environment plays a key role in how successfully a Neurodivergent employee integrates successfully into the workplace. For example, if a Neurodivergent employee is not comfortable with the amount of socialising in certain collaborative working environments. They might find it easier to work in organisations which are more geared towards working and socialising. Yet, a software engineer working in a technical environment might feel more comfortable engaging in an environment with other like-minded employees who have a similar way of thinking and working.

Our Advice

- Don't force Neurodivergent employee's to socialise. It must always be on a voluntary basis.

- When helping Neurodivergent employee's with workplace socialising, consider socialising in small groups. Large group environments can be stressful for some Neurodivergent people.
- If a Neurodivergent employee is unsure provide a structure of what the organisational hierarchy looks like and whose work must take precedence.
- Provide information on all senior leaders in the organisation with pictures and information provided so that your Neurodivergent employees can actively get to know their senior leadership.
- Be clear about the company values and rules are if a Neurodivergent employee is unsure.
- When assisting Neurodivergent employees with socialising in your organisation. Consider matching them with colleagues who have similar likes, interests, and personalities to help them settle in your organisation.