



## "Tapping The Hidden Talent Pool"

### **Self- Monitoring**

In the workplace on a Day to day we all make all make small adjustments toward the goals that we have. Self-monitoring is the executive function that allows us to keep track of and monitor our performance on a task and give ourselves feedback on how we performed. In response to this self-feedback we adjust our strategies, spot errors and change the speed at which we work. A person with strong self-monitoring will build confidence and need less direct supervision, as their perception of how they are doing matches the quality of the work they have produced. However, some Neurodivergent employees might struggle with monitoring and assessing their progress in context. A Neurodivergent employee might not be aware if an assignment is on track, and they may not feel confident in the subsequent work produced. On the other hand, they may be surprised by a poor evaluation or negative feedback, if they assumed that their work was meeting expectations. Neurodivergent employees who struggle with self-monitoring may also find it hard to do routine tasks well when stressed or under pressure, to detect mistakes in their work, to learn new tasks quickly, or to do a familiar task well in an unfamiliar environment.

### **Our Advice**

- Address questions related to lack of clarity as soon as possible.
- Suggest an employee asks questions via email or assign a designated colleague to for clarification.

- Put together a schedule for regular feedback sessions, eliminating the uncertainty around when the employee can expect feedback.
- Encourage the employee to refer to checklists and pre-set milestones to self-monitor their progress.
- Work with the Neurodivergent employee to establish what they are confident with in the workplace and what areas they need more support with. That way self-monitoring can be gradually phased in. Based around areas of confidence and knowledge before progressing to areas of improvement.