



"Tapping The Hidden Talent Pool"

Why are Reasonable Adjustments Necessary?

For many people accessing the labour market and sustaining is something that many of us take for granted. However, imagine your brain is wired a little bit differently. You think, process, understand information and see the world differently. Perhaps, you go to interview but your "face doesn't fit" you struggle to answer the interview questions in the way that the hiring manager wants to. This is a daily struggle for many Neurodivergent people who are on the peripheries of a labour market which for so long has failed to adequately accommodate their needs and requirements.

So, in essence this is a principal reason why reasonable adjustments are needed. Ideally, all organisations would have Neuroinclusive hiring and retention policies so that reasonable adjustments are not required. However, sadly this is not the case it is estimated that globally only 22% of HR and Recruitment teams have had training around Neurodiversity in the workplace. Reasonable adjustments are essential for Neurodivergent people in the workplace because amongst other things they create a level playing field for them successfully accessing the labour market. For example, extra time for an interview assessment can make all the difference between a successful interview experience for a Neurodivergent candidate and one which can lead to them be unsuccessful and in some instances out of employment as a consequence.

Research from charities such as Autism Speaks in the USA has shown that teams which hire Neurodivergent talent have greater levels of emotional and logical intelligence as a consequence. It is also widely known that teams which hire Neurodivergent talent successfully into their organisations often have lower employee turnover as a consequence. As often Neurodivergent employees will have specialist skills and knowledge which can be utilised in so called hard to recruit roles in organisations. Not only is it the right thing to hire Neurodivergent talent into your organisation it is the smart thing to do.

Our Advice

- Understand the individual and what reasonable adjustments they might need to be successful in your organisation.
- Understand that the reasonable adjustments an individual will need will evolve and adapt over time. They won't stay as a fixed entity so be mindful of this.
- Ensure that your HR and Recruitment teams have training and education around reasonable adjustments and how to implement them appropriately during the onboarding process.
- Review and adapt all aspects of your hiring processes to ensure that they are as inclusive and as fair as possible.
- Remember all Neurodivergent people are individuals just like you and me. Treat them as such and avoid misconceptions, assumptions, and bias around what you think you might know about Neurodiversity.