



## "Tapping The Hidden Talent Pool"

### **Understanding the Individual**

When working with and supporting a Neurodivergent employee in your organisation it is important just like you would with any other employee to get to know them. For many employees in your organisation the reasons why they come to work are obvious but for someone who is Neurodivergent this might not be the case. Perhaps this job with your organisation is their first every job and they are keen to make sure that they make a positive impression on their managers and colleagues. Perhaps they have been out of the labour market for a substantial period of time due to dismissal from previous jobs or employers not willing to offer them the support they needed because they identified as being Neurodivergent.

Thus, their reasons for coming to work might be along the lines of a special interest or passion for the subject that also happens to be their employment with your organisation. A respect for their skills and knowledge that they haven't been able to showcase before in the workplace. Perhaps this job allows them to make new friends and socialise which they haven't been able to do for a long period of time.

It is also important to understand their motivations for coming to work. What do they want from a career with your organisation. What are their strengths and weaknesses, what new skills and knowledge would they like to learn working for your organisation are all factors to consider when understand and supporting a Neurodivergent individual in the workplace.

## Our Advice

- Avoid misconceptions and assumptions about what you think you might know about Neurodiversity.
- Get to know the individual on a personal and professional level.
- Implement and constantly review reasonable adjustments where they are necessary and have been requested by the employee.
- Listen to the Neurodivergent employee and address all concerns and issues appropriately.
- Integrate and include them in the team and the wider organisation (Share their diagnosis if consented to).
- Create a personal development plan for their growth journey with your organisation and constantly review and update.