



"Tapping The Hidden Talent Pool"

Terminology

When supporting and working with an employee who is Neurodivergent in your organisation it is important to recognise that everyone who identifies as Neurodivergent will see themselves differently.

Perhaps an employee is Neurodivergent but has never disclosed that they are Neurodivergent for fear of stigma, discrimination and being seen as a disability before being seen as a person. Perhaps an employee just sees themselves as different and not disabled as defined under legislation such as the Equality Act 2010 or the Americans with Disabilities Act 2011.

Identity first language is important for many Neurodivergent people in how they define themselves. For some Neurodivergent people the language used around disability is seen as overly negative and they prefer to just define themselves as different. Perhaps others see themselves as disabled and although their disability doesn't define them they see it as a significant part of their lives. However, a Neurodivergent individual sees themselves in the workplace it is important to respect their preferences and choices and avoid any assumptions or preconceived attitudes of what we think we might know. As the age-old adage goes once you have met one person who is Neurodivergent you have met one person who is Neurodivergent.

Our Advice

- Listen and ask questions.
- Get to know the individual and understand what it is like to be Neurodivergent.
- Have training and education for your team and the wider organisation.

- Avoid preconceived attitudes and perspectives around what you think you know of Neurodiversity.
- Respect the individual and do not determine what you think their Neurodiversity means to them.