



"Tapping The Hidden Talent Pool"

Hyperfocus

Hyperfocus is a term referred to a deeply forensic approach to a style of thinking which is common in many Neurodivergent people. In a workplace setting, hyperfocus will often manifest itself into excellent problem-solving skills and subject matter expertise which are both highly sought after in the workplace. Although, hyperfocus can be a workplace strength for many Neurodivergent people it can also present some workplace challenges. This can be particularly the case when a Neurodivergent Employee needs to transition quickly between tasks, change routines or multitask.

Neurodivergent individuals will often tend to become absorbed in the contents of a task that they find stimulating and interesting. As a consequence, Neurodivergent employees might inadvertently spend more time than is necessary on pursuing the details in this task to the detriment of other work that might need to be completed. A good line manager or workplace leader should intrinsically understand that assigning tasks that are in the subject matter interests of a Neurodivergent employee will naturally play to their workplace strengths. It is also worth noting the working styles of the Neurodivergent employee and whether they have a preference for working on all the subject matter interest tasks at the same time or doing a task one by one. This will depend on the individual and it is imperative that a good line manager understands their Neurodivergent employee's working preferences.

Our Advice

- Be specific about deadlines and time frames.

- If necessary provide the context of time to a Neurodivergent employee on how much time the task requires and ensure that there is a good task to time ratio factored in for all work that they do.
- Give an indication of the scope and depth of the work required and the level of priority that is needed for it to be completed.
- Where they are working on long term projects or tasks, schedule in regular meetings to review deadlines and progress.
- Use smart technology to help a Neurodivergent employee manage their diary on a regular basis.