



Understanding and Valuing Neurodiversity in the Staffing Network

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Understanding & Valuing **Neurodiversity**



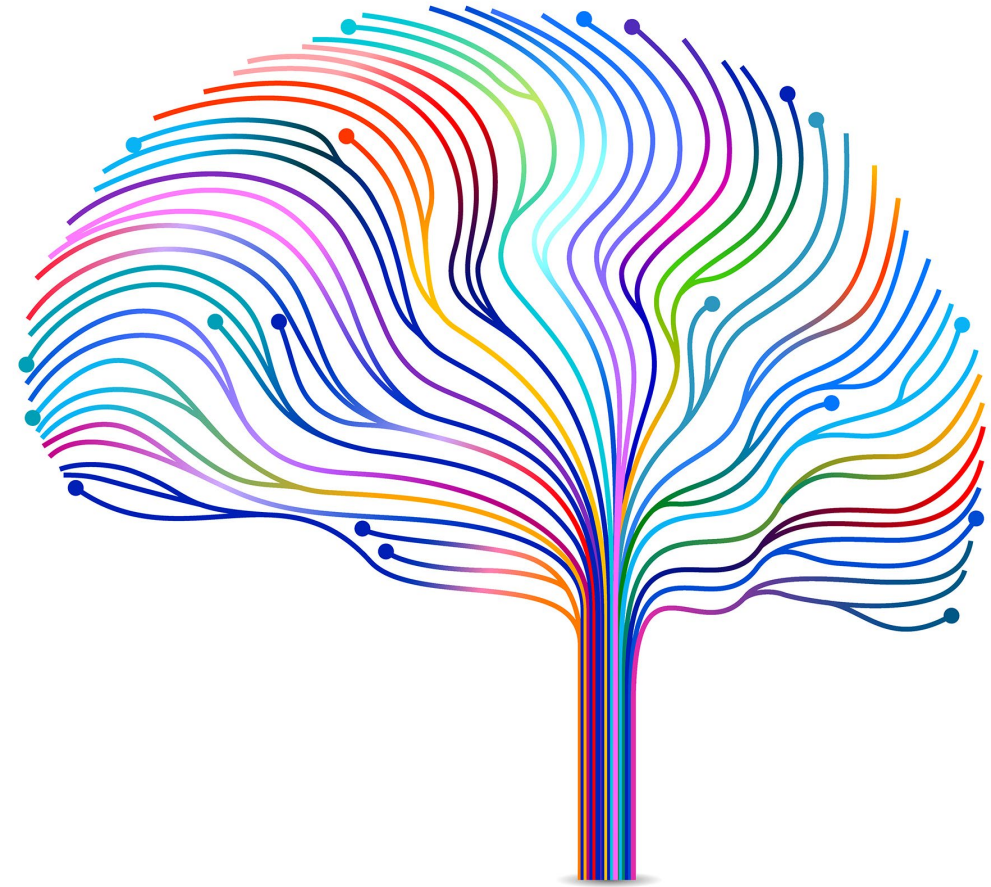
Question...

*do you understand what
neurodiversity is and what it
entails?*



Objectives

- 🌈 Deepen our understanding of Neurodiversity and develop a wider view of "normal"
- 🌈 Appreciate that everyone learns differently/reduce stigmas around learning and thinking differences
- 🌈 Create a more accepting, inclusive work environment and hire the best talent so all employees can **thrive**



We need to **recognize** and **respect** these differences...
Understanding that neurodiversity can bring **huge benefits**

There is no standard brain



Meet John....

He's a wizard at data analytics. His combination of mathematical ability and software development skill is highly unusual. His CV features two master's degrees, both with honors. he has the best references from previous employers and peers in the industry.

An obvious guy for a tech company to scoop up, right?



Meet John....

He wears headphones all the time, and when people talk to him, he doesn't look right at them. He leans over every 10 minutes or so to tighten his shoelaces; he can't concentrate when they're loose. When they're tight, though, John is the department's most productive employee. He is hardworking and never wants to take breaks. Although his assigned workplace "buddy" has finally persuaded him to do so, he doesn't enjoy them.

There is no standard brain.



Neurodivergent

An individual who has a less typical cognitive variation such as autism, ADHD, dyslexia, dyspraxia etc.

Neurotypical

Refers to individuals whose brain develops and functions in ways that are considered typical or the norm by the general population.

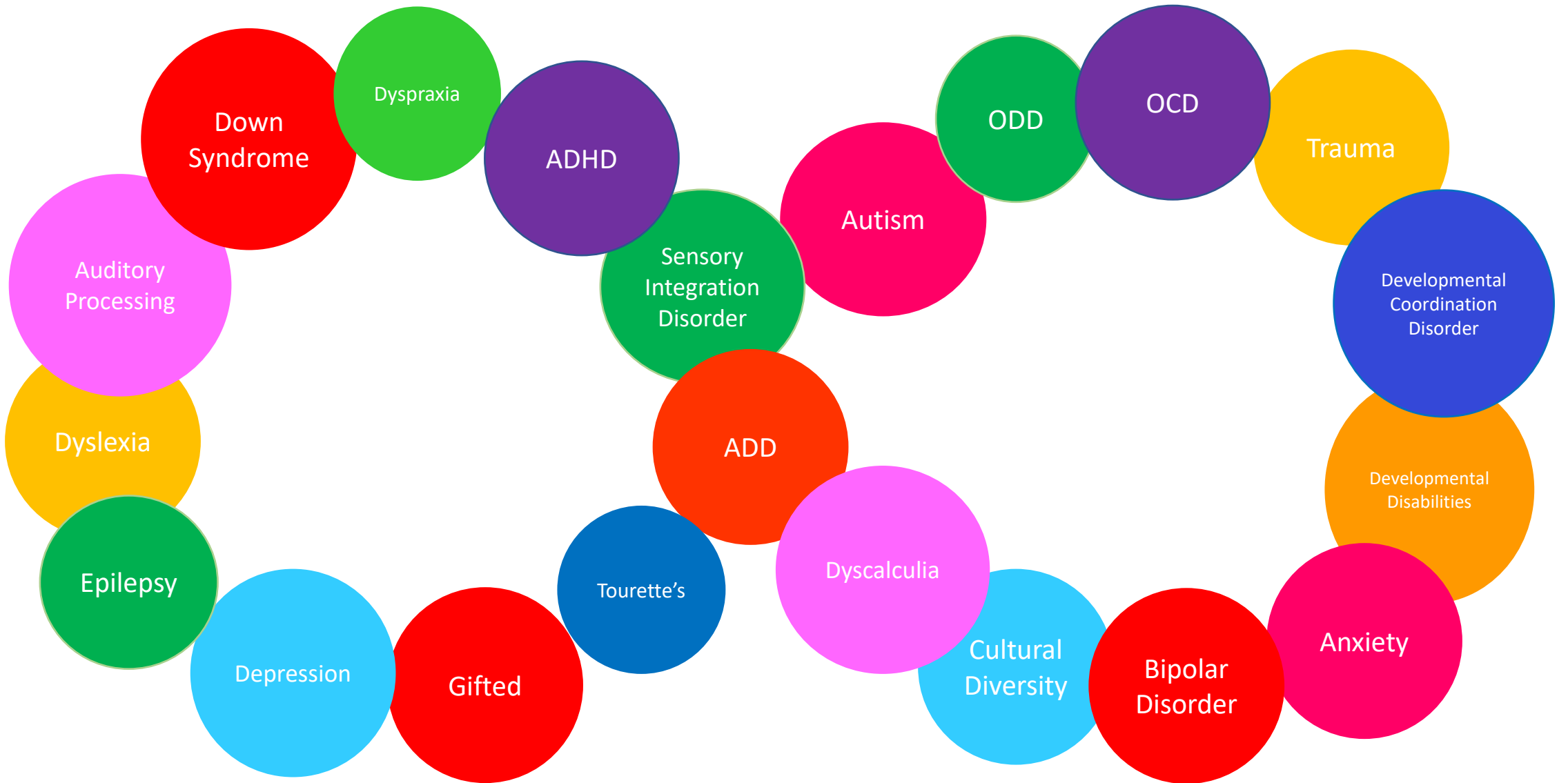
Neurominority

Any group, such as people with autism, that differs from the majority of a population in terms of behavioral traits and brain function.

Neurodiversity

The idea that it's normal and acceptable for people to have brains that function differently from one another.





Understanding & Valuing Neurodiversity

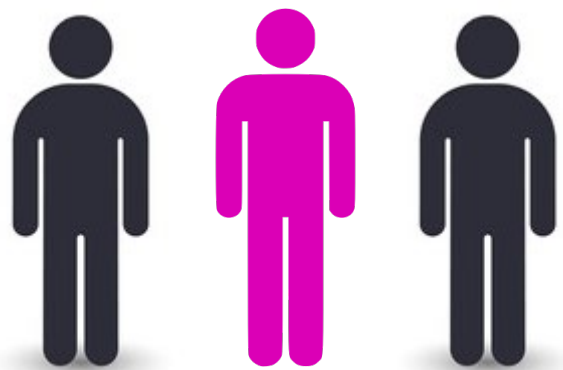


Question...

How common is neurodivergence?

- *25% of world's population*
- *15% of the world's population*
- *1% of the world's population*
- *72% of the world's population*





1 in 7 people are
neurodivergent

Meet Cynthia....

Cynthia, a neurodiverse woman with **ADHD**, is part of a project team. During team meetings, she struggles to keep up with fast-paced discussions and frequently gets overwhelmed by the noise and multiple conversations happening simultaneously.

As a result, she sometimes finds it difficult to actively participate in the discussions, leading others to perceive her as disengaged or uninterested.



Support for Cynthia

Cynthia communicates her needs to her manager and team members, explaining her challenges with sensory overload and the need for clear communication.

The team adjusts meeting formats to ensure a more structured and inclusive discussion, providing agendas and allowing individuals to take turns speaking.

Cynthia's manager also arranges for her to have a quiet workspace or headphones to minimize distractions during focused work.

There is no standard brain.









GMA HEAT INDEX

JEN ANISTON'S SECRET STRUGGLE

SUPERSTAR REVEALS SHE'S DYSLEXIC

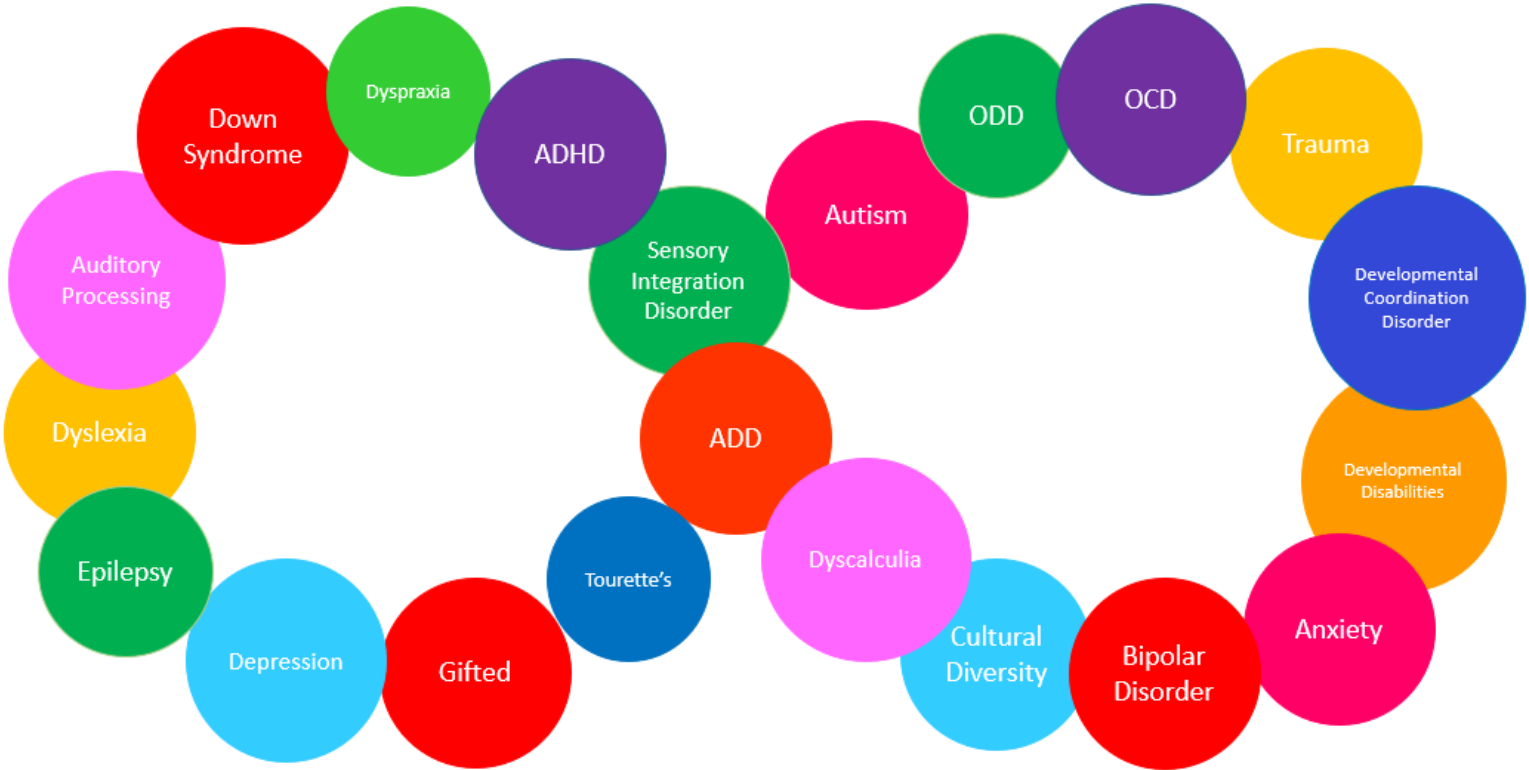
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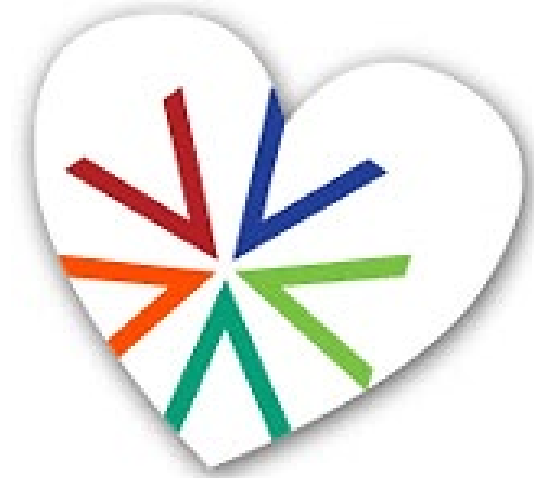
Do you know someone (including yourself) who is Neurodivergent?



We all have different minds,
and that's a **beautiful** thing!

Let's hear personal stories from our peers

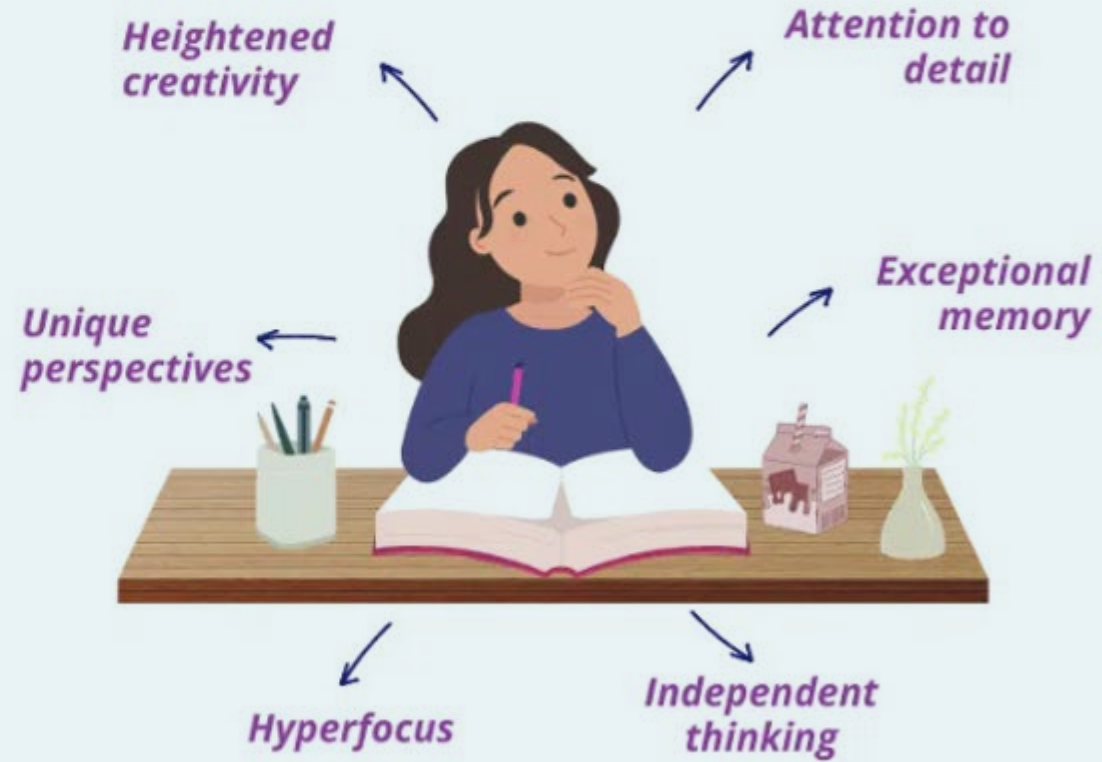
- 🌈 How would you describe your or someone else's neurodiversity?
- 🌈 What are some of the triggers?
- 🌈 How has it shaped you/how have you learned to thrive with your neurodiversity?
- 🌈 What do you want people to learn?



Great
Minds
Don't
Think
Alike

Benefits

of a neurodivergent brain include:



How can we create a culture that is more inclusive of neurodiversity?

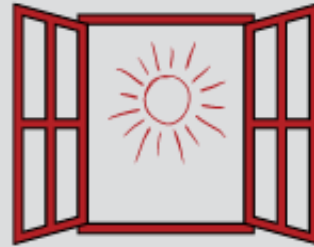
- 🧠 Listen to understand
- 🧠 Ask questions and create genuine relationships
- 🧠 Be patient, don't be quick to judge
- 🧠 Be ready and willing to accommodate
- 🧠 Continue the conversation/educate others
- 🧠 Foster a culture of empathy and openness
- 🧠 Use of respectful, preferred language and labels (ask don't assume)
- 🧠 Leaders – avoid giving vague instructions, explain mistakes in private
- 🧠 Communication is key
- 🧠 Identify gifts/strengths
- 🧠 Recognize that no two people are the same

Easy and Effective Accommodations for Someone Who is Neurodivergent

Awareness and willingness to be flexible



Changing and replacing things that may cause sensory challenges



Providing tech support for time management



Being sensitive to social differences



Focusing on various options for communicating information



Providing opportunities to learn and communicate in preferred ways



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JAG





Thank you



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