

Neurodiversity Awareness



Martina Foreman BA hons

Associate coach and trainer

Neurodiversity is our Passion



GeniuswithinCIC



@geniuswithinCIC



Genius Within CIC



@GeniusWithinUK

Session Outcomes

Neurodiversity in the Workplace



Inclusion is a moral, social and economic imperative. We all lose when diverse **human potential** is squandered

1

Intro to Neurodiversity

- Hidden disability
- Exclusion & inclusion
- Diagnosis deficit

2

Workplace Impact

- What might you notice?
- Strengths and Challenges

3

Supporting Colleagues

- Systemic inclusion
- Managing Diversity in Performance

What is Hidden Disability?

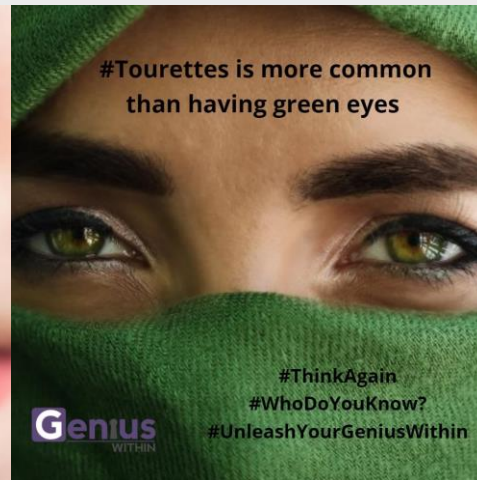
Applied	Clinical	Acquired (transient)	Acquired (Chronic)
Dyslexia, DCD, Dyscalculia, Dysgraphia	Tourette Syndrome, Autism, & ADHD	Mental health condition leading to [potentially]	Neurological illness or brain injury
<ul style="list-style-type: none">•Born with condition•Relates to applied, educational skills, such as reading or motor control•Not considered a health condition	<ul style="list-style-type: none">•Born with condition•Relates to behavioural skills such as communication and self control•Considered a health condition•This group could be expanded to include intellectual difficulties	<ul style="list-style-type: none">•Develops in response to a health condition•Could return to 'neurotypical' if health condition improves	<ul style="list-style-type: none">•Develops in response to a health condition•Potentially resolves as injury heals or worsens as health deteriorates

Awareness Training

Changing Perceptions

microlink[®]
people focused solutions

Genius
WITHIN



#ThinkAgain
#UnleashYourGeniusWithin
#WhoDoYouKnow

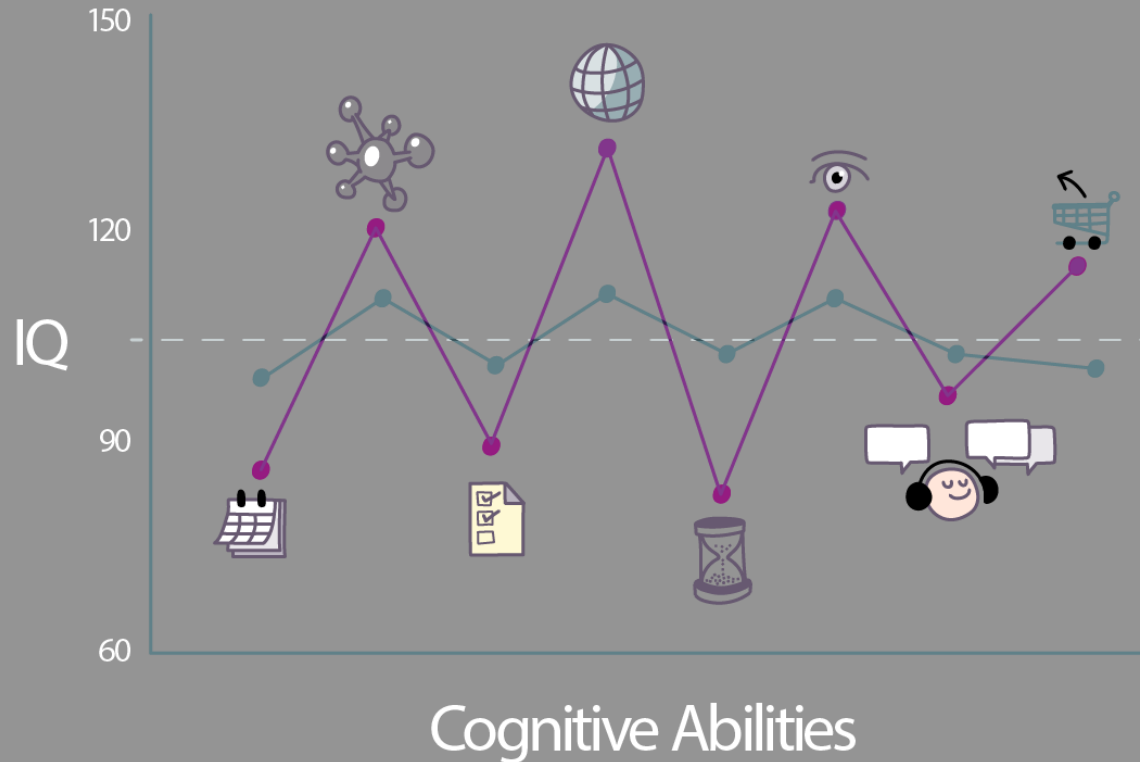
1%

of disabilities are not visible.

.....**1 in 7** have mental health needs

Cost to economy **£26 billion**
each year.

The Impact



**“Specialist”
versus
“generalist”
thinkers**

What are the spikes?



Perceptual Reasoning

- Define project goals
- Visual and mechanical thinking
- Identifying the bigger picture
- Noticing patterns or that something is different



Verbal Reasoning

- Ability to ask the right questions
- Articulate the point
- Explain and describe concepts
- Making links between ideas and advanced constructs



Processing Speed

- Focusing attention: visually scanning and sequencing new information
- Making quick decisions on detailed text or code like information in the moment



Working Memory

- Hold onto details of you what you have seen or heard, long enough to act on it
- Processing several thoughts or actions at one time

For a fair selection, everybody
has to take the same exam:



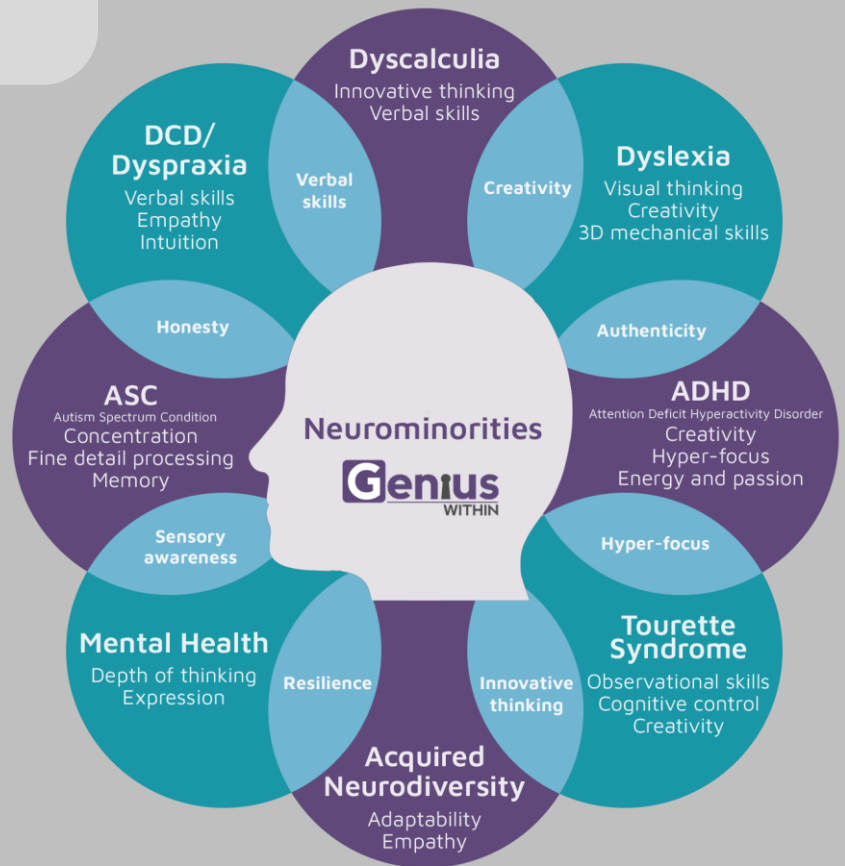
Please climb that tree!



Neurominorities

Whole population prevalence
Estimated to be around

15-20%



Normal Activities

microlink[®]
people focused solutions

Genius
WITHIN



67%

Communication



78%

Time Management



83%

Organisational Skills



92%

Memory /Concentration

History & Language

Neurominorities

19th Century to Early 20th Century

Word blindness,
autism, hysteria,
hyperkinetic or
clumsy child
syndrome

Mid to Late 20th Century

ADHD, autistic
spectrum condition,
dyslexia, dyspraxia,
anxiety

Mid

Now &
Next

21st Century

Neurodiversity,
Neurodivergence,
Neurominority

Dopamine

Noradrenaline

Hyperconnectivity

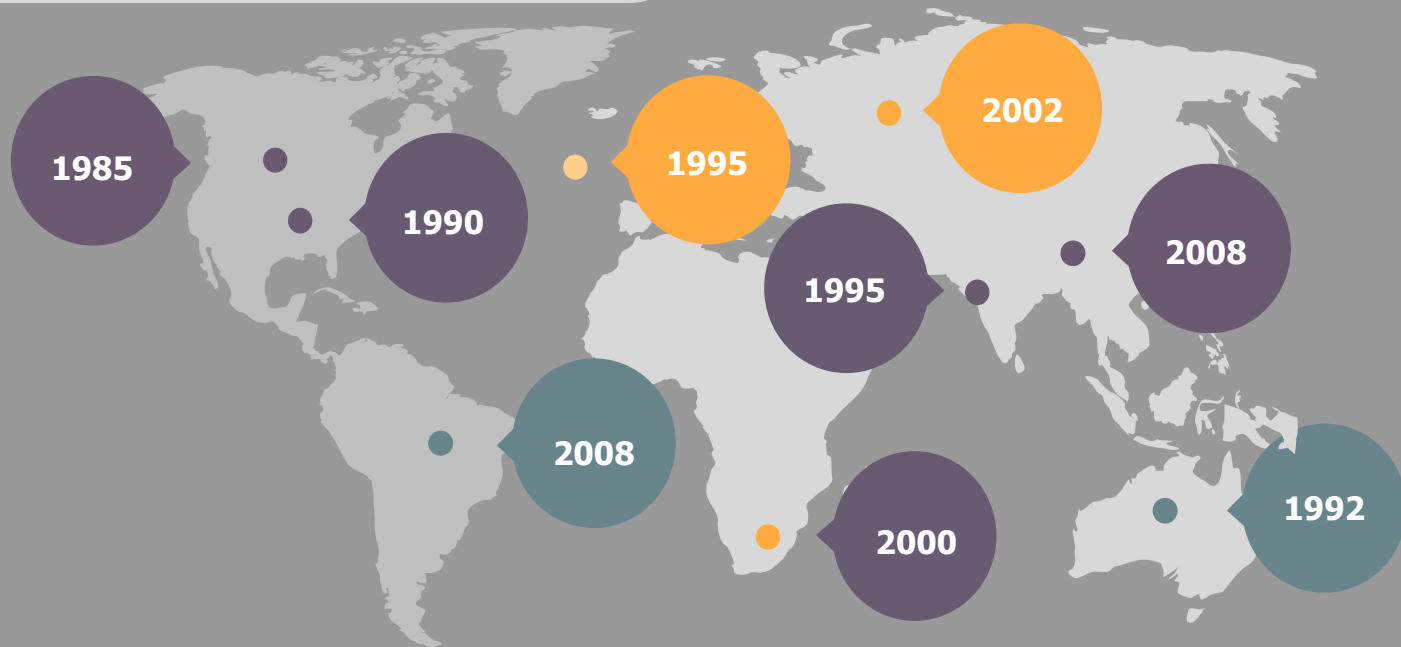
Hyper and hypo
sensitivity

Early

Addressing Exclusion

microlink[®]
people focused solutions

Genius
WITHIN



**United Nations Convention on the Rights of Persons with Disabilities, 2006
'accommodations' & 'adjustments' AND Universal design.**

Legal Definitions

There is no need for a diagnosis, it is the effect, not the cause, or the impairment that matters...

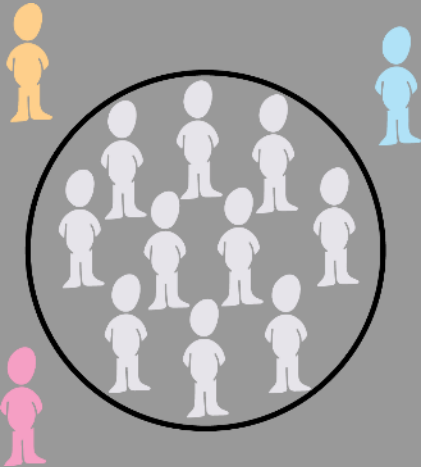
..... employers are required to make reasonable adjustments to enable employees meet their potential.

The Equality Act 2010.

A person has a disability if she or he has a physical or mental impairment that has substantial and long term (12 months+) adverse effect on his or her ability to carry out normal day-to-day activities.

Levels of Inclusion

Exclusion



Compliance:
individual inclusion



Deliberate:
Inclusion in teams



Systemic:
inclusion for all



1%

of long term unemployed people are
dyslexic.

Only **10-15 %** of autistic
people have a job.

1% of prisoners have ADHD.

Direct

Discrimination

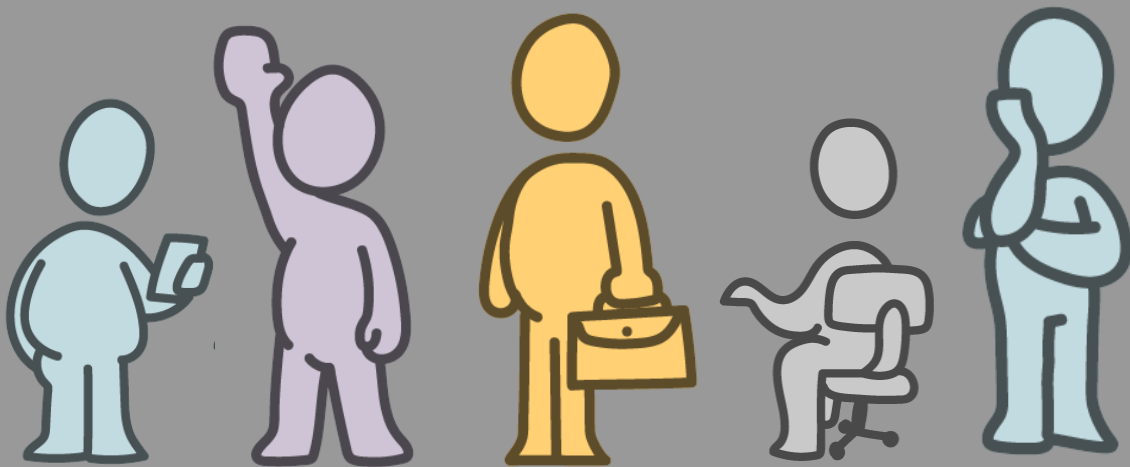
microlink[®]
people focused solutions

Genius
WITHIN

Making assumptions about capability and treating differently as a result

Failure to make reasonable adjustments

Victimisation or harassment



We are all different – so the best support is individualised

Indirect Discrimination



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.

Adjustments

Executive Functions Coaching
(memory, concentration, time management,
etc)



Literacy Coaching

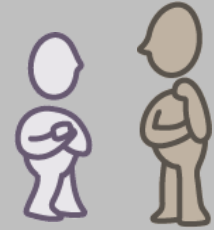
Assistive technology



Workstation adaptations

Schedule flexibility

Supervisor input
(e.g. regular specific feedback,
co-coaching)



Formal training
(in-house or commissioned)



Environmental flexibility

Success Rates

microlink[®]
people focused solutions

Genius
WITHIN



75% self-rated
improvement in performance



47% improvement in productivity (manager rated)



25% promotion rate



95%
job retention rate

Genius Within, 2019.

For more on success of adjustments, see Doyle 2017 & 2019



microlink[®]
people focused solutions

Genius
WITHIN



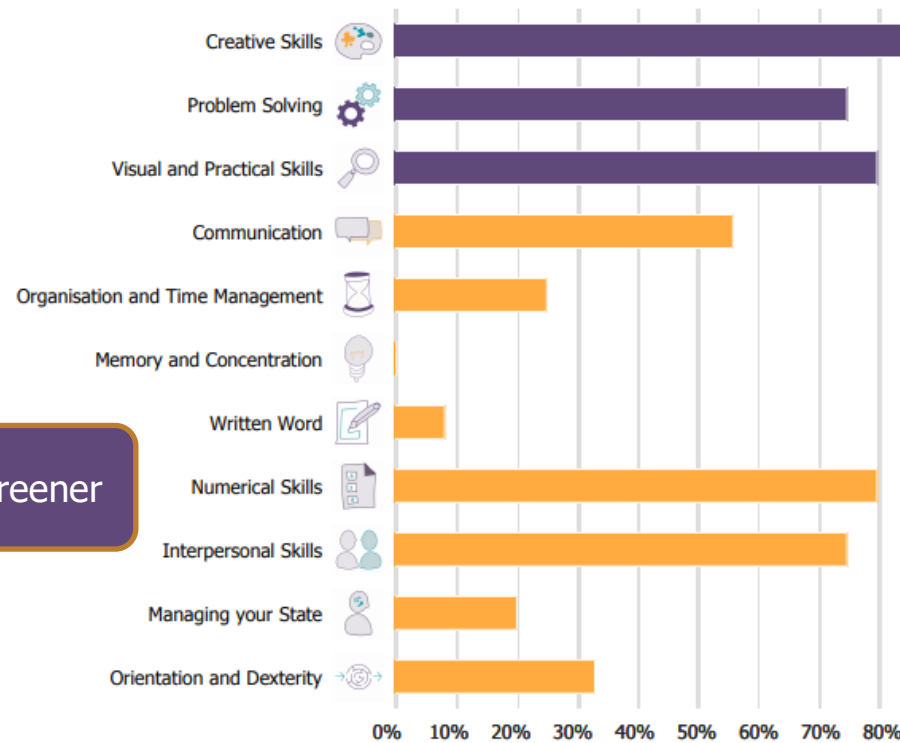
You answered questions about these areas...



Genius Screener

How you answered the questions...

The longer the bar, the greater the strength!



Next Level ...

From Awareness to Action

Legal Compliance

Enable your organisation to break down preventable **barriers** by fulfilling **legal duties** as it should be.

1

2

NLND Ecosystem

Consider the bigger picture by analysing **working conditions**, and not just the individual.

NLND Pathway

Put in place the **right adjustments** specific to different aspects of the **employee experience** (e.g. recruitment, onboarding, professional development etc.).

3

Systemic Resolution

Avoid individuals being 'singled out' by adopting a **universal approach** to resolve issues found to be common amongst **all neurotypes**.

4



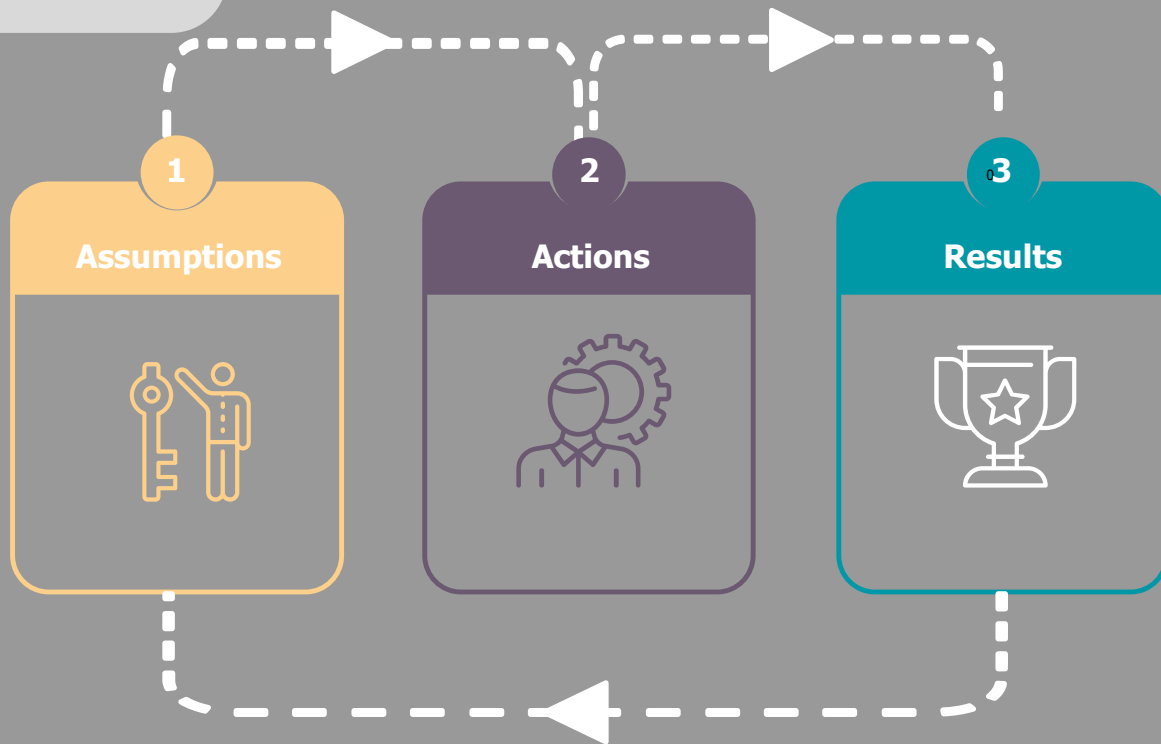
Systemic Inclusion

microlink[®]
people focused solutions

Genius
WITHIN

Working systemically
reduces the cost of
adjustment by

1%



Commissioning checklist

Credentials

Medical vs Social model understanding
Qualifications, regulation, supervision, training

Credentials

Quality Assurance

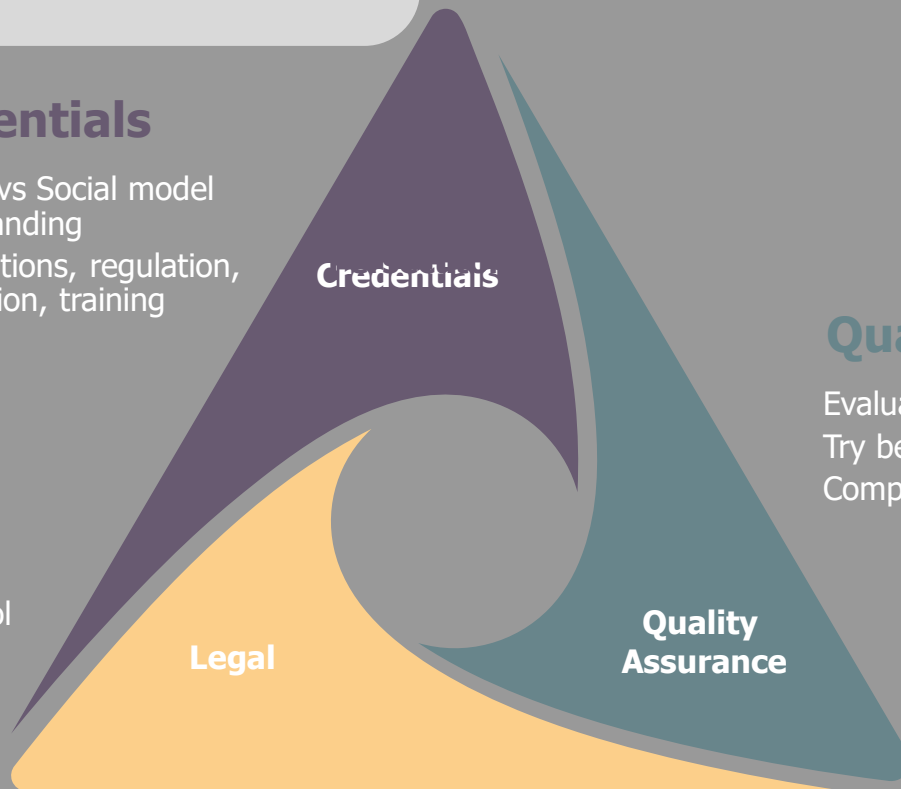
Evaluation of impact
Try before you buy
Complaints or QA accreditation

Quality Assurance

Legal

GDPR and data control
Insurance
Governance

Legal



Source: businessdisabilityforum.org.uk

Genius Within Services

microlink[®]
people focused solutions

Genius
WITHIN

Awareness Training Courses

Profiler and Triage

Next Level Neurodiversity

Intern/Apprentice support

iGenius remote access

Co-coaching Coaching

Strategy 1:1 Coaching

Psychological Assessment



“
**Inclusion is a moral, social
and economic imperative.
We all lose when human
potential is squandered**
”

