



Neurodiverse Sustainable Work Assessment

Developing a work plan for neurodiverse employees and their managers to support understanding, high performance and strong workplace relationships

Neurodiversity is [estimated to make up 15-20%](#) of the world's population and refers to the natural range of difference in human brain function. It's an area of diversity and inclusion that refers to alternative thinking styles, such as within autism and ADHD.

These neurological differences that shape how people think and interact are all natural variations to the human genome. It's therefore important to note that neurodiversity is something to be understood and accommodated in a work setting, by neurodivergent individuals, by colleagues, by leaders and across organisations.

When neurodiverse employees thrive and obtain high performance, it is often due to their differences and behaviours being well understood and accepted within their organisations. It is also often when their strengths in terms of creative thinking and interactions become highlighted by supportive leadership. Where organisations have put appropriate supportive measures in place to create awareness, reduce stigma and upskill their teams in working empathetically with their neurodiverse colleagues, the neurodiverse individuals prove to be comparable to neurotypical employees in work quality, efficiency and productivity and in some cases exceed their neurotypical counterparts in innovation.

A neurodiverse sustainable work assessment, conducted by Psychologist expert's in workplace mental health can support the development of a working document that outlines appropriate supports for high performance in any industry.

What's included?

1. Assessment

- Review of Current Functioning and strengths
- Consideration of work tasks and performance
- Interpretation of measurable psychometric tests
- Analysis of psychological and vocational capacity
- Sustainable work recommendations

2. Sustainable Work Plan - Individual

- Work recommendations that are related to task management over time
- Enhancement coaching for optimal vocational and psychological functioning

3. Sustainable Work Plan - Manager

- Supportive Guidance and psychoeducation relating to neurodiversity at work in teams or for individuals
- Individual coaching and mentoring

What are the benefits?

- Highlight optimum performance for neurodiverse individuals
- Increased understanding of positive contributions neurodiverse employees bring to the workplace
- Increase confidence for leadership groups in managing a neurodiverse employee with greater understanding of their specific needs that are to be met for them to thrive
- Address any current issues or barriers that may be preventing a neurodiverse employee from excelling in their role
- Implement tailored management strategies to support the performance of a neurodiverse employee