



# Neurodiverse Sustainable Work Coaching

Coaching 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.

These neurological differences shape how people think and interact and therefore it's important to understand from a workplace perspective what certain work accommodations and/or work settings will ensure neurodiverse employees thrive and obtain high performance.

Coaching is often useful for neurodiverse employees, leaders and organisations to create awareness, reduce stigma and upskill all stakeholders to work to their full potential.

Where organisations put appropriate supportive measures in place for all neurodiverse employees, these neurodiverse individuals prove to be comparable to neurotypical employees in work quality, efficiency, and productivity which is beneficial for all stakeholders involved.

**Neurodiverse sustainable work coaching**, conducted by Psychologist experts in workplace mental health, can support the development of a specific set of work focused coaching goals for individuals or leadership groups to establish high performance and functioning in any industry.

## What's included?

- Review of Current Strengths and the development of tailored coaching goals specific to work tasks and performance for an individual neurodiverse employee or coaching for a manager of a neurodiverse employee
- Pre and post measures to review noted gains in skills learning and awareness
- Provision of best practice strategies for neurodiversity differences
- Sustainable work recommendations and feedback for employee and manager

## What are the benefits?

- Highlight optimum performance for neurodiverse individuals through the offering of tailored support
- Increase awareness across a team and in leadership groups on how to support neurodiversity in a practical way and to highlight the positive contribution of neurodiversity in workplaces
- Address barriers that may be preventing a neurodiverse employee from becoming a high performing employee
- Tailored management strategies to support the performance of a neurodiverse employee