NEURODIVERSITY UNCOVERED
Aims

To better understand…

• What neurodiversity is

• The challenges associated with being neurodiverse

• The strengths associated with being neurodiverse

• How to support someone who is neurodiverse
What is Neurodiversity?

- Term created by Judy Singer in the 1990s to argue for the importance of including all neurotypes for a thriving human society.

- Refers specifically to the limitless variability of human cognition and the uniqueness of each human mind.

- Neurodivergent people experience, interact with, and interpret the world in unique ways.

- They’re not problems that need to be “fixed” or “cured.” They’re simply variations of the human brain.

- Neurodivergent people tend to have a pronounced difference between their strengths and weaknesses. This can lead to inconsistent performance.
Neurotypical Profile
Neurodiverse Profile
Dyslexia  Dyspraxia

ADHD  Autism

Neurodiverse Thinking Types
Dyslexia - Myths

- Reading and writing letters backwards is a sign of dyslexia
- Giving dyslexic individuals documents to read on different coloured paper will help them read better
- A person cannot be dyslexic if they like reading
Characteristics of Dyslexia

**Strengths**
- Verbal communication
- Practical
- Visual
- 3D thinking
- Creative
- Coming up with ideas
- Making connections
- Problem solving
- Building relationships

**Weaknesses**
- Working memory
- Working quickly & accurately
- Concentration
- Reading
- Writing
- Organisation
- Time management
- Planning & prioritising
- Processing new information
Isn’t dyspraxia another word for being clumsy?

Dyspraxia is something you grow out of as you get older.

If you are dyspraxic you cannot be good at sports.
# Characteristics of Dyspraxia

## Strengths
- Verbal communication
- Creative
- Coming up with ideas
- Making connections
- Problem solving
- Intuitive
- Empathy

## Weaknesses
- Movement & coordination
- Sense of direction
- Working memory
- Planning & organisation
- Concentration
- Sensory
- Communication & social skills
ADHD - Myths

People with ADHD cannot focus

ADHD is something you grow out of as you reach adulthood

You do not have ADHD if you are not hyperactive
Characteristics of ADHD

**Strengths**
- Verbal communication
- Practical
- Creative
- Coming up with ideas
- Hyperfocusing
- Spontaneous
- Energetic

**Weaknesses**
- Memory
- Inattentive mistakes
- Concentration and focus
- Organisation & time management
- Impulsivity
- Hyperactive/restlessness
- Managing emotions
Autism - Myths

All autistic people have a savant skill

People with autism do not have a sense of humour

People with autism lack empathy
Characteristics of Autism

**Strengths**
- Recognise patterns & trends
- Attention to detail
- Logical & methodical
- Problem solving
- Committed & loyal
- Honest
- Special interests

**Weaknesses**
- Social interactions
- Communication
- Unwritten rules
- Sensory
- Dealing with change
- Repetitive or ritualistic behaviours
- Planning
- Regulating emotions
Reasonable Adjustments

- Technology
- Manager/Team
- Strategies
- Software
- Workplace
- Coaching
How to support someone?

- Treat them as an individual
- Do not assume, ask
- Make sure they have the right adjustments and support in place
- Find out how they work at their best
- Give them time to process
- Allow them the opportunity to clarify or ask questions
- Preparation is key
- Feedback
Resources

If you would like to find out more information on neurodiversity here are a few links you may find useful:

Dyslexia, Dyspraxia, ADHD & Autism Blog - Adjust Services : Adjust

What is dyslexia? - British Dyslexia Association (bdadyslexia.org.uk)

Dyspraxia Foundation - 30th Anniversary - What is Dyspraxia?

What Is ADHD? Symptoms, Causes, Types, Meaning, Test for ADD (additudemag.com)

what is autism
Resources

Here are some screening tools/checklists you may want to use to explore the likelihood of a neurodiverse thinking style:

ADHD [10852_elto_question_fhp2.PDF](add.org)

Autism [AQ-10 Adult june 20th 2012.pptx](nice.org.uk)

Dyslexia [Adult Checklist](bdadyslexia.org.uk)

Dyspraxia [DCD Screening Test](wordpress.com)

Explore common workplace strength and struggles: [Genius Within Adjustments Screener Welcome](geniusscreening.com)
Questions