

# NEURODIVERSITY UNCOVERED

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# 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



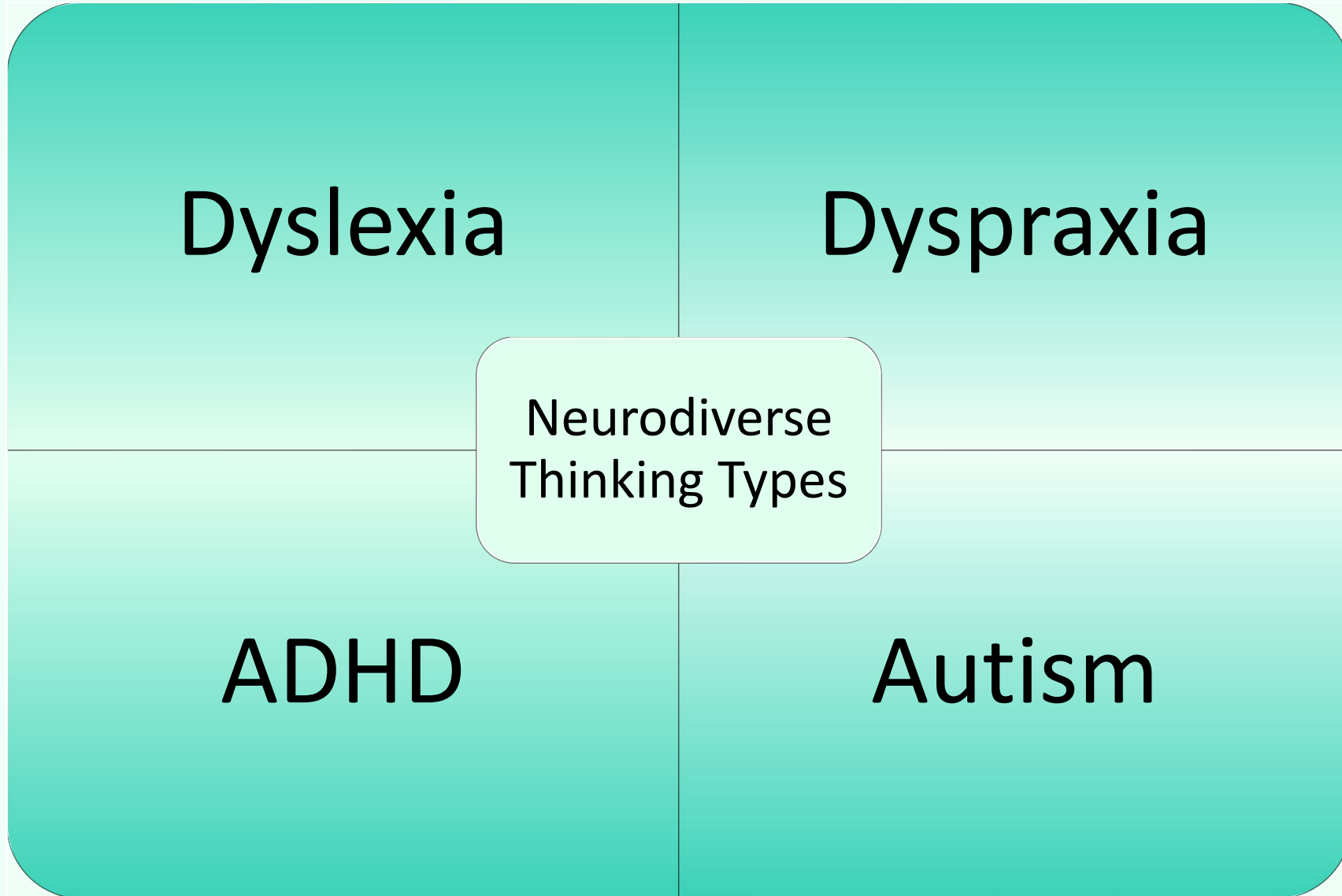
**Dyslexia**

**Dyspraxia**

**Neurodiverse  
Thinking Types**

**ADHD**

**Autism**



# 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



# Dyspraxia - Myths

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

Long term memory for facts & details

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



# 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 | Dyspraxia Action! \(wordpress.com\)](#)

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

# Questions



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