



### ▶ **How being inclusive builds engagement?**

Neurodivergent employees bring diverse perspectives, unique problem-solving skills, and exceptional talents to the workplace. By supporting employees to bring their best selves to work, employers will benefit from increased employee engagement.

When neurodivergent employees are empowered through inclusive policies and practices, they are more likely to feel a sense of belonging, purpose, and motivation. This benefits all the members of the team and raises the overall engagement levels as inclusion creates a culture of respect, collaboration, and openness.

**The domino effect of inclusion:** Employees who see their colleagues being supported are more likely to trust the organisation's commitment to diversity, leading to stronger team morale and loyalty.

# Boosting employee engagement through inclusion

Employee engagement is often seen as the cornerstone of business success. Engaged employees are more productive, creative, and loyal to their organisations. For businesses aiming to improve engagement, the key often lies in creating inclusive environments where all employees, including neurodivergent individuals, feel valued and supported.

This article explores the tangible link between neurodiversity and engagement, looks into the experiences of businesses that have embraced inclusive practices, and provides actionable steps for organisations looking to boost engagement through neurodiversity.



### **The role of inclusive practices in engagement**

Inclusive workplaces create environments where all employees can thrive. Key practices include:

**Tailored adjustments:** Providing sensory-friendly workspaces, offering remote or hybrid working, and giving employees flexibility to manage their workloads are small changes that can have a significant impact on engagement



## The business case for engagement through inclusion

Employee engagement is key for workplace satisfaction, but it also contributes to business success! Studies consistently show that engaged employees are:

- 87% less likely to leave their organisation, improving retention and reducing recruitment costs.
- 21% more productive compared to disengaged employees.
- Highly innovative, contributing new ideas and solutions that drive business growth.

- **Recognition of contributions:** Neurodivergent employees often excel in areas such as creativity, attention to detail, and analytical thinking. Celebrating these contributions creates a culture of appreciation and motivation.

**Collaborative cultures:** Encouraging open dialogue and active participation in team decisions makes employees feel their voices are heard, strengthening their connection to the organisation.

## Real-world success stories

- Businesses that embrace neurodiversity are seeing clear benefits in employee engagement. For example:
  - A well-known retail and pharmaceutical company, adjusted its performance review process to be more neurodivergent-friendly. This change reduced anxiety during reviews, leading to higher retention rates and a noticeable boost in employee satisfaction.
  - These examples demonstrate how small but thoughtful adjustments can create big results, benefiting neurodivergent employees while elevating the overall engagement of the workforce.
- For businesses, building engagement through inclusion is an investment that pays dividends. Neurodivergent employees, when supported, become some of the most loyal and impactful members of the team, creating a ripple effect of positivity and productivity across the organisation.

## Steps to enhance engagement through inclusion

Businesses looking to boost engagement can take these practical steps:

- 1. Create a feedback loop:** Regularly check in with neurodivergent employees to understand their needs and how adjustments are working. This helps create a culture of trust and ensures changes remain effective.
- 2. Invest in neurodiversity training:** Educating managers and teams on the unique needs and strengths of neurodivergent employees increases understanding and collaboration.
- 3. Celebrate achievements:** Recognising the contributions of neurodivergent employees reinforces their value within the organisation. It is important to understand that not everyone likes to receive recognition publicly or loudly, so speak to individuals to see how they would feel comfortable to receive praise.
- 4. Rethink engagement strategies:** Traditional approaches, like large-scale social events, may not work for everyone. Offer a mix of engagement opportunities, such as small group activities or individual recognition, to suit diverse preferences.
- 5. Redesign onboarding processes:** Ensuring neurodivergent employees feel welcome from day one is essential. Tailor onboarding to accommodate different learning styles and provide ongoing support during the transition period.

## How Aabilities can help

- At Aabilities, we understand that meaningful inclusion starts with creating environments where neurodivergent employees can thrive. Through workplace assessments, neurodiversity training, and leadership workshops, we help businesses unlock the full potential of their teams.
- Want to see how neurodiversity can transform engagement in your organisation? Find out more on our website.



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