



How to create neurodivergent-friendly recruitment processes

As businesses continue to embrace diversity and inclusion, one area that still needs significant improvement is how we approach hiring neurodivergent individuals. Traditional recruitment processes are often designed with a "one size fits all" mentality, leaving many neurodivergent candidates overlooked or misunderstood. It's time for companies to rethink their approach, ensuring that recruitment is truly inclusive and allows every individual to show their skills in the best way possible.

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The good news is that it's entirely possible to adapt hiring processes to be more inclusive without compromising on quality. Here are some practical changes businesses can make:

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Hiring practices have historically focused on a candidate's social skills, adaptability in high-pressure interviews, and how well they conform to pre-set interview formats. For many neurodivergent people, whether they are autistic, have ADHD, are dyslexic or dyspraxic, this doesn't reflect their strengths. Interviews, particularly those with ambiguous questions, pressurised situations, or uncomfortable environments, can create unnecessary barriers. Rather than judging a candidate's suitability for a role based on their ability to handle these interview-specific environments, businesses should focus on their real abilities, such as problem-solving, creativity, or attention to detail. **Skills-based hiring**—where the focus is on what a candidate can deliver, not how they present in a single meeting—helps level the playing field.





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Companies that are more inclusive in their hiring practices tend to have **more innovative teams** and **better employee retention rates**. By opening doors to neurodivergent talent, businesses can tap into a workforce that is highly skilled, loyal, and often excels in areas like analytical thinking, innovation, and creativity.

Some large technology companies have already reaped the benefits of creating neurodivergent-friendly hiring processes. They have implemented specialised programs to recruit and support neurodivergent employees, leading to increased innovation and team cohesion.

4. Factor neurodiversity into decision-making: Get feedback from neurodivergent employees or specialists when developing recruitment processes. Their insights will ensure that interviews and assessments reflect a broader spectrum of talent and aren't unintentionally exclusionary.

5. Sensory-friendly interview environments: For in-person interviews, ensure that the setting is comfortable. Many neurodivergent people are sensitive to sensory input such as bright lights, loud noises, or cramped spaces. Offering a quiet, well-lit room, with minimal distractions, can make a huge difference to their comfort and performance.

► The next step for businesses

If you're serious about making your hiring practices more inclusive, the first step is simple: start by auditing your current recruitment process. Look for barriers that may unintentionally exclude neurodivergent candidates, and begin implementing some of the practical changes mentioned above. It's also valuable to seek external advice from specialists in neurodivergent inclusion—organisations like **Aubilities** can provide the guidance and tools you need to make a lasting change.

By creating a neurodivergent-friendly recruitment process, you'll open your business to a broader pool of talent and set the stage for a more innovative, inclusive business.

At Aubilities, we're all about helping businesses create supportive, inclusive environments for neurodivergent employees where they can thrive. We've created a digital solution for neurodiversity education, assessment and coaching, which has already helped many big brands and household names boost innovation and morale, improve employee retention, and create happier, more inclusive teams. Get in touch to find out how we can support your business.