



# How to support neurodivergent employees in your workplace?

Supporting neurodivergent employees creates an environment where they feel valued, comfortable and able to do their best work. Neurodivergent people bring incredible strengths to the workplace, but they can face challenges in environments that aren't designed with them in mind. The good news? Small changes can have a big impact.

## ► What can businesses do to support neurodivergent employees?

### 1 Create quiet, flexible workspaces

Not everyone thrives in an open-plan office. Offering quiet spaces, noise-cancelling headphones or even flexible seating can make a huge difference for neurodivergent employees who may well be sensitive to noise or distractions.

### 2 Communicate clearly

Clear and structured communication helps everyone, but it's especially important for neurodivergent individuals. Avoid ambiguous instructions or sudden changes. When possible, provide both verbal and written instructions; this reduces any chance of misunderstanding and allows the neurodivergent person to absorb information in the way that works best for them.

### 3 Offer flexible working

Flexibility can be a game-changer. Remote working, flexible hours, or letting employees structure their own day can really help neurodivergent individuals to manage their workload in a way that reduces stress and boosts productivity.



### 4 Regular, constructive feedback

Feedback should be clear and actionable, focusing on both strengths and areas for improvement. It's important to recognise the unique abilities neurodivergent employees bring to the table and to offer practical and compassionate ways to navigate any challenges they might face.



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### Neurodiversity training for the team

Making adjustments for neurodivergent employees is a great start, but educating the wider team and making inclusion part of the overall culture will take your business to the next level. When everyone understands the different ways neurodivergent colleagues might experience the workplace, it creates a more supportive and inclusive environment.

### The business case for supporting neurodivergent employees

Making sure your workplace works for everyone is actually good for your business. When neurodivergent employees feel supported, they're more engaged, loyal, and productive. And their unique skills can help drive innovation and creativity in ways that you might not expect.

It's something we've witnessed in action at a global financial services company, which has already seen the benefits of creating environments that work for neurodivergent employees. Employee satisfaction has improved, boosting innovation and overall team success.

## Next steps

If you want to make sure your neurodivergent employees are getting the support they need, start by assessing your current environment and ask yourself these questions:

- Is it flexible enough?
- Is communication clear?
- Are there options for quiet spaces?

Small changes can make a big difference. And if you're not sure where to start, working with experts like **Aubilities** can help you move in the right direction.

## About Aubilities

If you want to make sure your neurodivergent employees are getting the support they need, start by assessing your current environment and ask yourself these questions: Is it flexible enough? Is communication clear? Are there options for quiet spaces? Small changes can make a big difference. And if you're not sure where to start, working with experts like Aubilities can help you move in the right direction.