



► How technology enhances accessibility for neurodivergent employees

For neurodivergent individuals, traditional workplace environments can present challenges, from sensory overload to communication difficulties. Technology offers practical solutions to overcome these barriers, improving accessibility and enabling employees to work in ways that suit their strengths.

Tech tools can support neurodivergent employees by:

- Improving communication: Apps and platforms streamline messaging and provide clarity, reducing misunderstandings.
- Minimising sensory challenges: Devices and software can help adjust environments to meet individual sensory needs.
- Boosting productivity: Tools that allow customisation help neurodivergent employees stay organised, focused, and effective.

The role of technology in supporting neurodivergent employees

Technology opens up opportunities to create environments where neurodivergent employees can thrive. From communication tools to sensory-friendly devices, tech can help break down barriers at work and enable neurodivergent talent to reach their full potential! This article explores how businesses can leverage technology to support neurodivergent employees and build truly inclusive workplaces.

► Key tools and technologies for neurodivergent employees

1. Communication and collaboration tools

Clear communication is essential for any team, but it's especially important for neurodivergent employees. Platforms like **Slack**, **Microsoft Teams**, and **Notion** offer structured, written communication and allow employees to process information at their own pace. Tools like **Otter.ai** provide real-time transcription, helping employees navigate meetings more effectively.

2. Organisation and task management apps

Apps like Trello, Asana, and Todoist enable neurodivergent employees to manage tasks visually and stay organised. Features like colour-coded labels, reminders, task prioritisation (and even virtual party poppers when something is marked as 'done') make it easier to break down workloads into manageable steps.

3. Sensory-friendly technology

Sensory challenges can be a barrier in many workplaces. Noise-cancelling headphones like Bose QuietComfort or Sony WH-1000XM5 help neurodivergent employees focus in open-plan offices. Apps like f.lux adjust screen lighting to reduce eye strain, while wearable devices like Apollo Neuro can help regulate sensory input and promote calmness.



► Partnering with Aabilities for a tech audit

At Aabilities, we help businesses identify and implement the right technology to support neurodivergent employees. Our tailored tech audit assesses your organisation's current tools, recommends solutions, and provides guidance on creating accessible, inclusive environments. Ready to unlock the full potential of your workforce? **Contact us today** to schedule a tech audit and discover how technology can transform your workplace.

About Aabilities

At Aabilities, 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.

4. Assistive technology

Software like Grammarly and Ginger can assist employees with dyslexia by improving written communication. Text-to-speech tools such as NaturalReader or Kurzweil 3000 are invaluable for neurodivergent individuals who process information better audibly.

5. Learning and development platforms

Neurodivergent employees often excel when given tailored learning opportunities. Platforms like Udemy and LinkedIn Learning offer self-paced courses, while adaptive learning systems like CogBooks personalise content to suit individual needs.

► Real-world examples of tech supporting inclusion

- Forward-thinking organisations are already using technology to create inclusive workplaces:
- **A US-based business in the housing sector** has an Autism Internship Program, the organisation matches the unique talents of autistic people with business needs. The company provides quiet workspaces, light dimmers, and a buddy system, ensuring neurodivergent employees have the support and accommodations needed to thrive.
- **A worldwide technology company** has an Autism Hiring Program which focuses on skills-based interviews and accessible onboarding processes, supported by assistive technologies and flexible work arrangements. This approach not only empowers neurodivergent employees but also integrates technology to enhance their experience and productivity.
- **Aabilities clients:** Businesses partnering with us have introduced tools like Trello for task management and sensory-friendly solutions such as adjustable lighting, creating environments where neurodivergent talent can feel comfortable enough to work at their best.