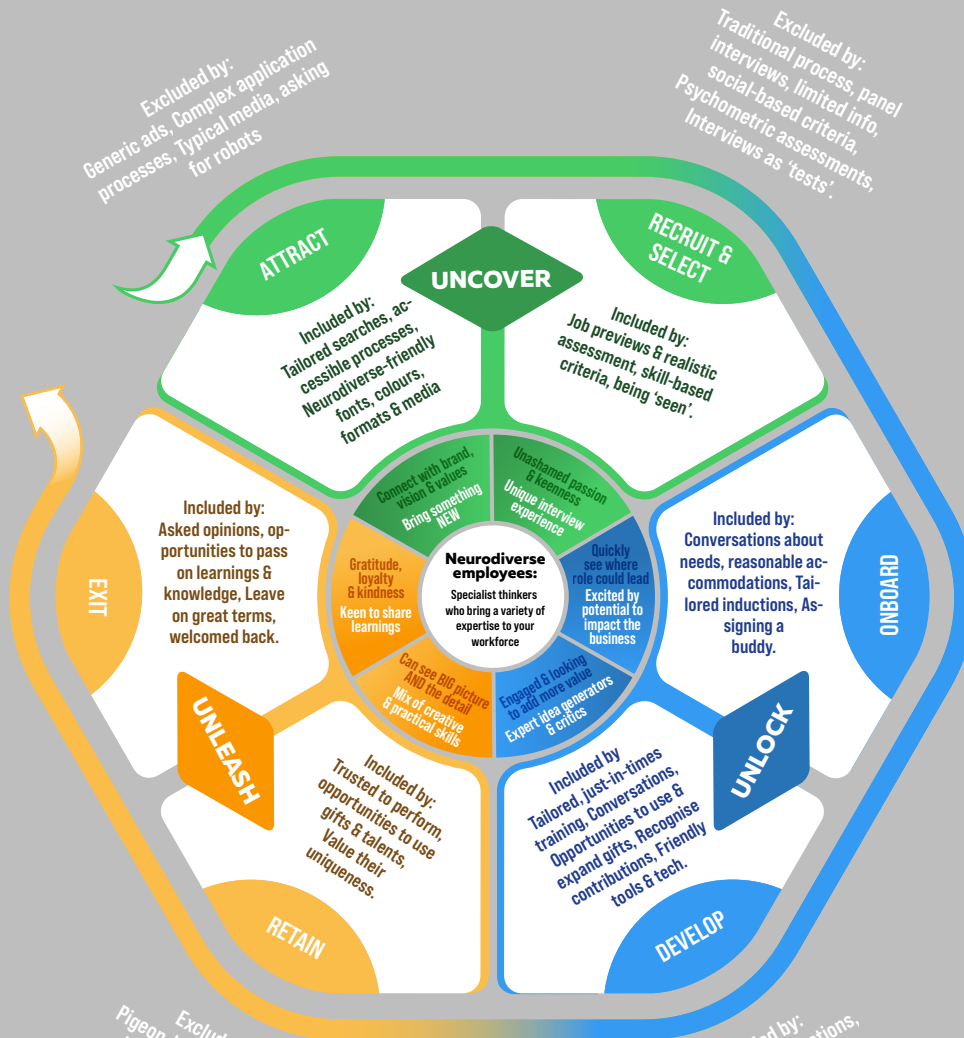


Twelve tips for unlocking potential in neurodiverse employees.



STAGES TO ENGAGE



Twelve tips for unlocking potential in neurodiverse employees.

When recruiting, appreciate their diversity:

1. Target where they are at – advertise in places, formats and platforms that pique their interests and speak to their minds. Find them and make it easy for them to find you.
2. Expect a different experience and see their diverse perspectives in the interview - don't look for where they fit your organisation; look for how your organisation can make best use of their uniqueness and gifts.

When on-boarding, tailor the process:

3. Include the new recruit in the design of their induction & orientation. You know what they need to know; they know how they best absorb that information.
4. Provide information in multiple formats – What works best for them be that written, illustrated, video, something else? When in doubt, ask them.
5. Make reasonable accommodations to the work environment, equipment, set-up, hours, etc. Cover this off early and be willing to experiment. The point is to enable the person to thrive.

When leading, know the person better:

6. Get to know their gifts, strengths and superpowers - look for tasks that make best use of these. Chat about these often – Neurodiverse people live in discomfort, so provide stretch.
7. Accept that weaknesses can be filled by the strengths of teammates – where can the load be shared? Where can neurodiverse staff use their strengths in place of a teammate's weakness?
8. Don't be afraid of difference -Talk openly and honestly with the person about the areas of managing them which you find more difficult. They may be able to help and have creative ideas to make your life easier!

When managing performance:

9. Make it a team effort – assign roles to team members to support the person. Make a project out of it; assign a mentor or buddy.
10. Listen to their concerns – many neurodiverse people are more than aware of their differences and have lived a life of hiding their true selves. Be patient and empathic - listen. Help them help themselves by seeking their own solutions.
11. Ask; don't assume - If performance drops or plateaus seek to clarify what is happening for them. Engage them in their own performance turn-around. Often this is a very easy fix so get in early.
12. Be reasonable with your expectations – is what you're asking relevant, realistic and reasonable? Do you have the same expectations of other staff? A little flexibility goes a long way.

