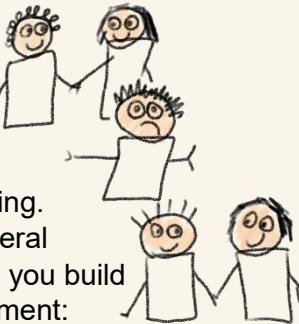


As a neurodivergent individual, navigating social interactions in the workplace can sometimes be challenging. However, there are several strategies that can help you build a positive work environment:



Self-Awareness: Understand your own neurodivergence and how it affects your interactions with others. This can help you communicate your needs more effectively.

Open Communication: Don't hesitate to ask respectful questions and express your needs. If you need quiet time or a specific type of work environment, let your colleagues know.

Utilize Strengths: Neurodivergent individuals often bring unique skills and talents to their work. Sharing these strengths can help you connect with others and contribute to team success.

Create Comfortable Spaces: If possible, create spaces in the office where you can decompress and get away from sensory inputs. This can help you manage sensory overload and stress.

Buddy System: Consider establishing a buddy system for large meetings or conferences. This can provide support and make these situations less overwhelming.

Fidget Tools: Tools like fidget spinners or doodling can help manage stress and improve focus. They can also serve as conversation starters!



More Information

The Donaldson Trust.

<https://www.donaldsons.org.uk/neurodiversity/>

This organization provides information about life with neurodiversity

ADHD Foundation.

<https://www.adhdfoundation.org.uk/>

The ADHD Foundation is the UK's leading neurodiversity charity, offering a strength-based, lifespan service for the 1 in 5 of us who live with ADHD, Autism, Dyslexia, DCD, Dyscalculia, OCD, Tourette's Syndrome and more.

CDARS.

<https://www.cdars.org.uk/neurodiversity-support-programme>

This program supports individuals with neurodiverse conditions such as ADHD, Autism, Dyslexia and Dyspraxia. The programme offers mental health support, support with financial and housing benefits, employment and interviewing practice, social engagement and building relationships.

MindMate.

<https://www.mindmate.org.uk/nd/living-nd/>

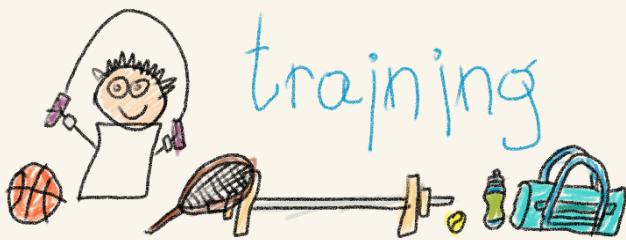
Here you'll find information, resources and support to help with daily living. Everyday tasks, such as going shopping or using public transport, are important for our physical and mental wellbeing, but can be challenging for people with neurodiversity.

HELP



Neurodiversity

Neurodiversity refers to the natural variation in neurological traits and differences in how individuals think and process information. It's an understanding that these differences are not inherently pathological but rather a part of human diversity. Conditions associated with neurodiversity include ADHD, dyslexia, dyscalculia (related to numbers), dyspraxia (coordination difficulties), and autism. These conditions represent unique ways of experiencing the world and can come with their strengths and challenges.



Focus on One Task at a Time: Neurodivergent individuals may find it challenging to switch between tasks. Focusing on one piece of work at a time can help avoid spending too much energy changing tasks.

Create a Study Schedule: Having a study schedule that covers the revision period can be reassuring and useful. It helps manage time and ensures there's enough time to prepare for each deadline.

Consider Your Body's Rhythm: Schedule your tasks according to when you're most productive. For example, if you're more productive in the mornings, prioritize tasks that require more focus during this time.

Adapt the Schedule: If you don't manage to do what you had planned, review your study plan and change it according to your abilities.

Break Down Tasks: If a task seems overwhelming, try breaking it down into smaller parts. This can make the task seem more manageable and can also help with prioritizing the different parts of the task.



Organize Your Workspace: Having a well-organized workspace can help reduce distractions and make it easier to focus on tasks. This could involve setting up a system to organize paperwork, such as using color-coding.

Establish Routines: Creating a regular timetable of tasks and meetings can provide structure to the working day. This might also include scheduling time for planning and dealing with emails.

Use Task Management Tools: Tools such as a digital recorder, a daily planner, or task lists and reminders/alarms can be helpful in managing tasks. These tools can help you keep track of what needs to be done and when.

Use Assistive Technology: There are various types of assistive technology that can be helpful for neurodivergent individuals. This might include speech-to-text, text-to-speech, or mind-mapping software, dictation tools, or even dual-screens.

Practice Tasks: If a task is new or challenging, taking some time to practice it can be beneficial. This can help you become more comfortable and improve your ability to perform it.



Adjustable Text Tools: Sans serif fonts are generally more accessible for people with learning differences. You can also adjust the size of the text to meet your needs.

Visual Reading Guides: These can help guide your eyes while reading, making it easier to focus on the text.

Decodable Books: These are books that use simple language and phonics-based words, which can make reading easier and more enjoyable.

Reading Pens: These devices can read text aloud, which can be helpful if you find it easier to understand spoken language.

Text-to-Speech Tools: These tools can read text aloud, which can be helpful if you find it easier to understand spoken language.

Relaxation Techniques: Starting your reading session with some calming meditation can help reduce anxiety and make it easier to focus.

Movement: If possible, try to move around while reading. This can help reduce restlessness and improve focus.