



Embracing neurodiversity

4 ways to support those who are neurodivergent

Neurodivergent individuals have unique brain functioning, which may include strengths and challenges that differ from people whose brains work more typically. This broad term encompasses conditions like autism, ADHD, and dyslexia. Recognizing these differences can enhance collaboration.

- 1. Be aware of the different ways people communicate.** Some neurodivergent people struggle with verbal communication, while others have trouble comprehending long blocks of text. Ask each team member how they prefer to communicate and be willing to adapt your communication style to meet their needs.
- 2. Be mindful of sensory sensitivities.** Neurodivergent people may be sensitive to noise, light, or touch. Make accommodations as needed. For example, you may want to offer a quiet space for them to work, provide headphones to help reduce noise, or create a scent-free policy.
- 3. Be flexible with deadlines and expectations.** Neurodivergent people may need more time to complete tasks or to meet deadlines. Be flexible and willing to adjust deadlines or expectations as needed.
- 4. Be an ally.** Neurodivergent people often face discrimination and bias. Support neurodivergent colleagues and classmates, and speak up against discrimination and bias. You can also advocate for policies and practices that support neurodivergent people.

Fortunately, steps taken to improve work and school environments for neurodivergent individuals make them better for everyone!

Sources:

[Journals.SagePub.com](https://journals.sagepub.com), *International Journal of Business Communication*, *Journal of Organizational Behavior*, [My.ClevelandClinic.org](https://my.clevelandclinic.org), University of Manchester Student News



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