Embracing Neurodiversity in the Workplace

By Jason Reid & Kristin Light

Neurodiversity:
This describes the natural variation in the human brain and the different ways individuals think, process information, and experience the world. This can also describe the makeup of a group composed of both neurodivergent and neurotypical people.

Neurotypical:
People who have patterns of thought, experiences, and processes that are similar to the majority.

Neurodivergent:
Those people whose thought patterns are different enough from the majority to cause misunderstandings and challenges in living and working. Areas of neurodivergence include learning differences, ADHD, the Autism Spectrum, and more.

Spectrum:
From person to person, neurodivergent characteristics can present themselves in a wide range of degrees and variance. Because of this, many people with milder neurodivergent characteristics often go undiagnosed.

Is neurodivergence a disability?
Neurodivergent people often work in environments that may not be optimized for how they think, interact with others or process information. So, much like people with other disabilities, they may need accommodations to thrive professionally.

Facts
15 to 20% of the working-aged population has **neurodivergent characteristics**.

The **unemployment rate** for neurodivergent adults is estimated at **30 to 40%**.

"Neurodiverse work teams are up to **30% more productive** than their strictly neurotypical counterparts, and **make fewer errors overall.**"

- Harvard Business Review: Neurodiversity as a Competitive Advantage

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Building a Plan for Neurodiversity
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