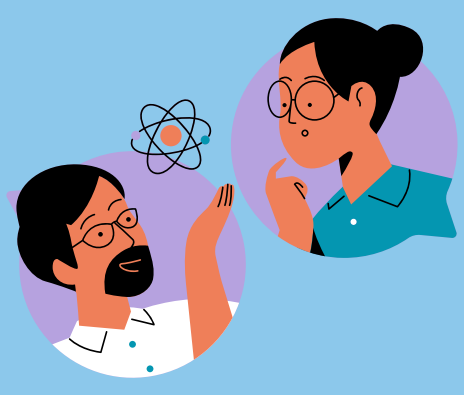
NDi Institute

5 TIPS INCLUSION

5 Actionable Tips to Make Your Workplace Neurodivergent Friendly



Foster Open Communication and Education

Normalize neurodiversity, encourage self-disclosure, and provide training. Discuss neurodiversity openly and educate employees about different neurotypes like ADHD, autism, and dyslexia.

Offer Flexible Work Arrangements

Offer remote work, flexible start and end times, and part-time or reduced-hour options.

Implement Clear and Consistent Communication Practices

Provide written instructions, use clear and concise language, offer alternative communication channels, and schedule meetings strategically.

Create a Sensory-Friendly Work Environment

Provide adjustable lighting and temperature options, offer designated quiet spaces, minimize noise distractions, and limit unnecessary clutter and physical distractions.

Recognize and Celebrate Individual Differences

Avoid making assumptions, offer personalized support, celebrate neurodiversity, promote a culture of acceptance and inclusion.

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