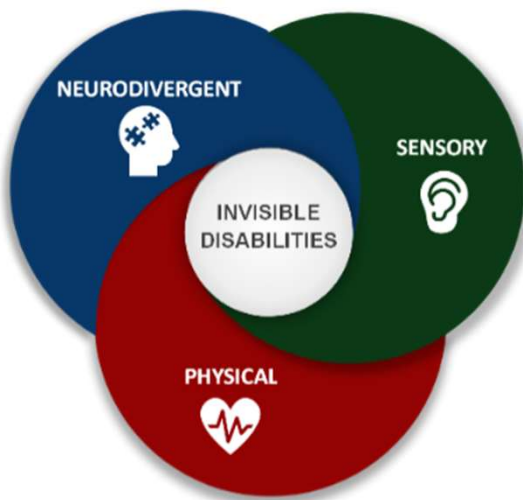


WIDE Insights Overview



GENERAL OVERVIEW



An **Invisible Disability** is a condition that is not visible from the outside yet can limit or challenge a person's movement, senses, or activities.

Neurodivergent

Examples: depression, anxiety, ADHD, autism, dyslexia, PTSD, etc.

Physical

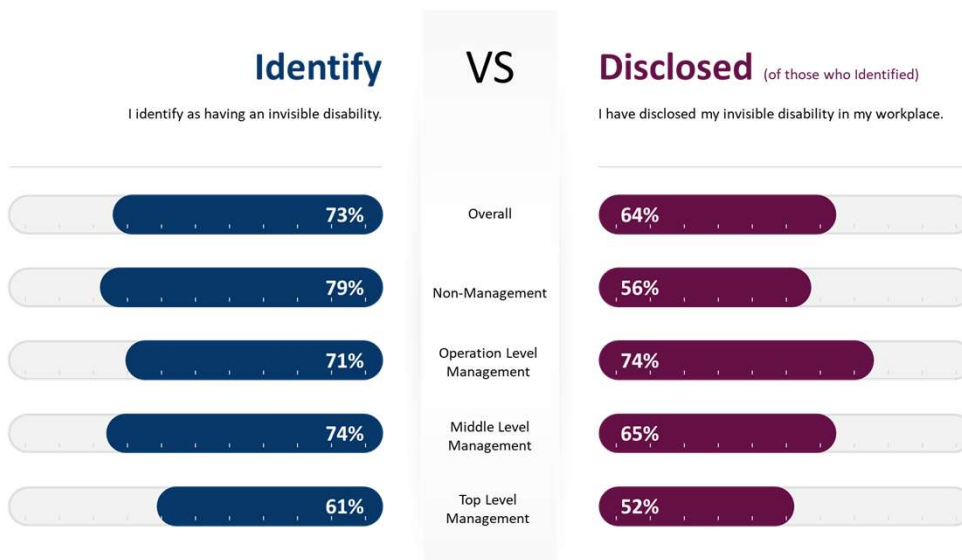
Examples: chronic pain, asthma, chronic fatigue, brain injuries, allergies, PTSD, etc.

Sensory

Examples: hearing and vision impairments, chemical sensitivity, etc.

INSIGHTS

When individuals feel unable to disclose their invisible disabilities in the workplace, it often leads to increased masking and diminished psychological safety. This, in turn, fosters a negative culture that lacks inclusivity and does not make employees feel welcomed or supported.



25

The average number of people YOU know with an invisible disability

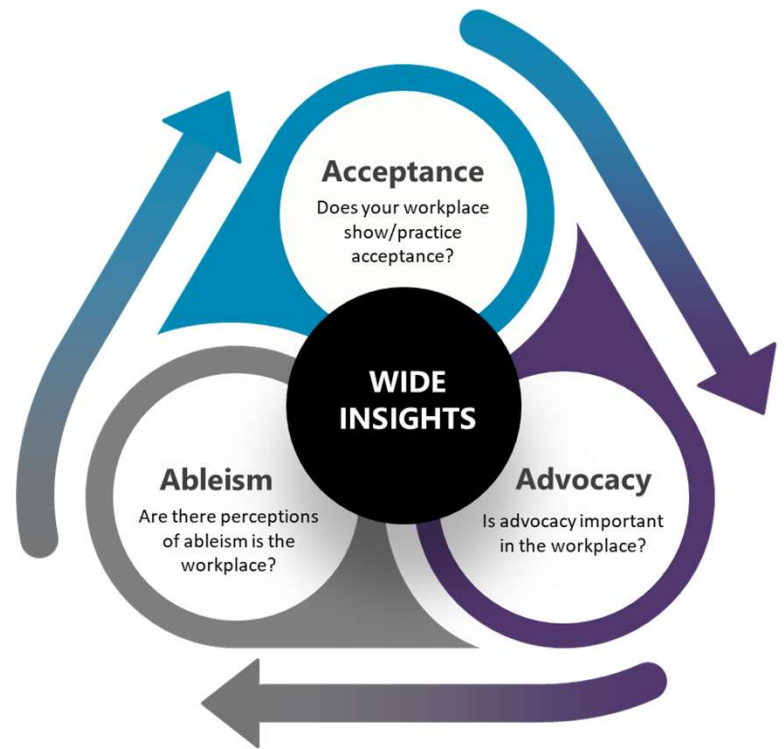
ASSESSMENT OVERVIEW

Our goal is to create environments in which:

- Employees can get the help and support that is needed.
- The well-being of employees is improved.
- The level of trust in others increases.

WIDE Insights supports:

- Assessing the culture regarding invisible disabilities.
- Quantifying the relationship between intention to disclose and stigma.
- Determining where to focus culture efforts.



ABOUT

Strategic Partnership between Next Conversation Consulting and Dr. Jessica Hicksted

Next Conversation Consulting is an award-winning, global management consulting and coaching organization located in Charlotte, NC. We are a certified, woman-owned business with a proven track-record of building cultures where employees love to work. NCC takes a holistic approach to talent management to ensure that organizations implement strategies that are simple, scalable and sustainable. Built on over two decades of experience and seeing unnecessary complexity, NCC's approach ensures the right-sized solution at the right time.

Dr. Jessica Hicksted is a resilient and innovative AuDhd woman. With a PhD in Industrial/Organizational Psychology, her research and advocacy serve as a beacon for inclusion and diversity. Dr. Hicksted pursues social progress to dismantle barriers and foster inclusive environments where every individual can thrive.