

Top 10 Questions for Supporting Neurodivergent Colleagues

(A Neuroaffirmative Guide for Managers)

Supporting neurodivergent employees is about creating an inclusive and flexible environment that allows them to perform at their best. By asking the right questions and fostering open dialogue, managers can unlock their team's unique strengths. Below are 10 key questions managers can use to better support neurodivergent colleagues in the workplace.

Remember this is “not exhaustive”, stay curious, keep learning and keep asking questions.

1. What can we do to help you thrive in your role?

Focus on success rather than just accommodations. Understanding how to support your colleague's strengths is the first step to ensuring they can thrive at work.

2. What kind of work environment helps you feel most comfortable and productive?

This could touch on factors like noise levels, lighting, or workspace layout. Creating an environment that supports neurodivergent individuals is essential for promoting productivity.

3. How do you prefer to communicate and receive information?

Understanding whether they prefer written instructions, face-to-face meetings, or other formats will ensure communication is clear and accessible.

4. How would you like to receive feedback?

Feedback is a key element of growth. Ask if they prefer feedback in writing, during a private conversation, or with specific examples. This allows for a constructive and supportive feedback process.

5. Do any sensory factors—like lighting, sounds, or smells—impact your work experience?

Sensory sensitivities can have a big impact on comfort and focus. Adjustments in the workspace can go a long way in creating a more inclusive environment.

6. Are there any tools, software, or equipment that would help you do your job more effectively?

Examples might include task management apps, noise-cancelling headphones, or dictation software. Providing the right tools can help neurodivergent employees work more efficiently.

7. What kind of flexible working patterns would help you perform at your best?

Flexibility in hours, remote work options, or adjusted deadlines could significantly improve neurodivergent employees' workflow and reduce stress and anxiety.

8. Would regular check-ins or touchpoints be helpful, and how often would you prefer them?

Regular check-ins ensure ongoing support and foster communication. Ask how frequently they would prefer these to maintain a supportive relationship.

9. Are there specific triggers for stress or anxiety that I should be aware of, and how can I support you in managing them?

Understanding stress triggers can help reduce anxiety in the workplace. Proactively discussing ways to manage stress creates a safer, more supportive environment.

10. Is there anything else you'd like to share about how we can make the workplace more inclusive for you?

Providing space for further thoughts and feedback encourages an open dialogue and allows for continued improvements in inclusivity.

By asking these questions, managers can foster a more neuroinclusive workplace, ensuring that neurodivergent colleagues feel valued and supported. Remember, inclusion isn't about "fitting in"—it's about creating a space where everyone can excel.

Find Out More: Visit www.beebrilliantpeople.com for more resources and support on creating neuroinclusive work environments.