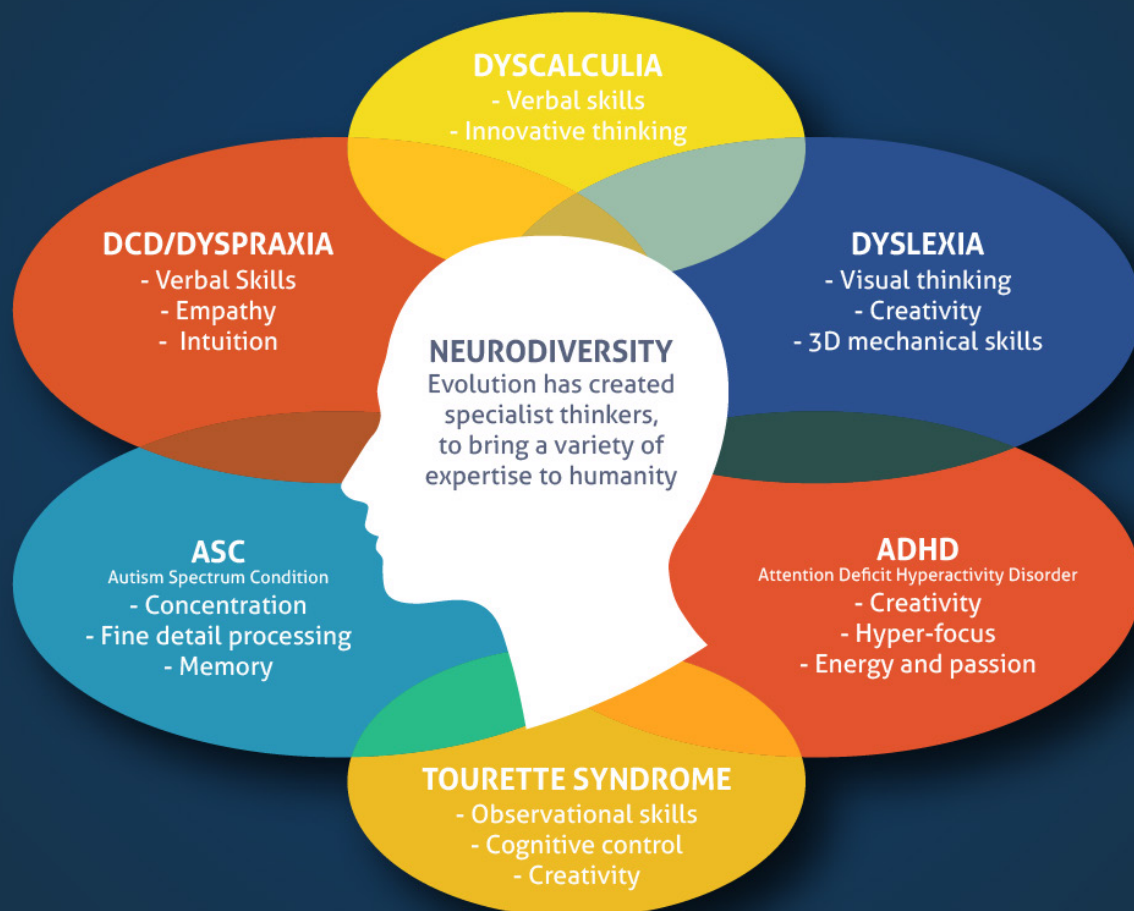


A strengths-based perspective:



Based on the highly original work of Mary Colley, DANDA

What is neurodiversity?

Neurodiversity is a concept that simply refers to the fact that the way the human brain is 'wired' can be different between humans. Or for a more technical definition:

Neurodiversity - the range of differences in individual brain function and behavioural traits, regarded as part of normal variation in the human population (used especially in the context of autistic spectrum disorders).¹

¹ <https://www.lexico.com/definition/neurodiversity>

² <https://umbrella.org.nz/neurodiversity-in-workplace/>

What % of the population are estimated to be Neurodiverse?

Estimates are around 15/20% of society (including diagnosed & undiagnosed).²

In New Zealand, Dyslexia is diagnosed in 10% of the population, ADHD in 3-5% of children and Autism in 1% of children.

How can organisations create inclusive environments for employees that identify as neurodiverse?

- **Raise awareness** of Neurodiversity in a positive way within your organisation – start the conversation!
- **Provide support networks** within your organisation for individuals who identify as neurodiverse to build skills to better manage working in neurotypical environments.
- **Use positive, inclusive language at all times.** Ensure your mission statement, vision and values represent the culture of inclusivity.
- **Consider how you communicate.** The use of colour, language, font and visuals/images can ensure that your company communications are readily accessible to all employees.
- **Provide an environment that encourages self-advocacy.** People with Neurodivergent needs are diverse too and there is no 'one-size-fits-all' approach that will work for everyone. Keeping open communications, an open mind and an open heart is a great starting point!

Superpowers!

ADHD

STRENGTHS

- ✓ Ability to stay calm and focus when under pressure or in times of high stress
- ✓ Out of the box thinking - creativity and innovation
- ✓ Energy and passion - intuitive and detailed orientated
- ✓ An endless desire to try new ideas, tasks and projects
- ✓ Empathetic- Ability to see many if not all sides of a situation

FAMOUS PEOPLE WITH ADHD

Richard Branson Founder Virgin Airlines

John T. Chambers CEO Cisco Systems

Ingvar Kamprad Founder of ADHD & Dyslexia

David Neeleman Founder of Jetblue Airlines

DYSLEXIA

STRENGTHS

- ✓ The ability to see things in multiple dimensions e.g. 3-D
- ✓ Seeing the bigger picture amidst the chaos
- ✓ Pattern recognition
- ✓ High level of empathy
- ✓ Sharper peripheral vision
- ✓ Thinking outside the box-problem solving

FAMOUS PEOPLE WITH DYSLEXIA

- Walt Disney** pioneer of Walt Disney Company
- Erin Brockovich** American Environmental Activist
- Sir Alan Sugar** British Business Tycoon
- Anita Roddick** Founder of the Body Shop
- Albert Einstein** Famous Inventor
- Thomas Edison** Famous Inventor
- John Britten** Famous New Zealand Engineer
- Agatha Christie** Famous Novelist

AUTISM SPECTRUM

STRENGTHS

- ✓ Memorising and learning information quickly
- ✓ Thinking and learning in a visual way
- ✓ Logical thinking ability
- ✓ Having an extraordinarily good memory (being able to remember facts for a long period of time)
- ✓ Being precise and detail orientated
- ✓ Exceptional honesty and reliability
- ✓ Being dependable in regards to schedules and routines

FAMOUS PEOPLE WITH AUTISM SPECTRUM

- Steve Jobs** Former CEO Apple
- Bill Gates** Co-founder Microsoft
- Elon Musk** Founder Tesla, Co-founder Paypal
- Satoshi Tajiri** Founder of Pokemon

Find out more!

People who can help in New Zealand:

Callum McKirdy

Neurodiversity Coach, Speaker and Facilitator

hello@callummckirdy.com

callummckirdy.com

divergenthinking.co.nz

ADHD

Faster Than Normal (Book & Podcast)

fasterthannormal.com

ADHD 2.0 (Book) by Ned Hallowell

bookdepository.com/ADHD-2-0-Edward-M-Hallowell-M-D/9780399178733?ref=grid-view&qid=1622519592224&sr=1-1

Dyslexia

The Truth about Dyslexia (Podcast)

truthaboutdyslexia.com/adult-dyslexia-podcast/

Dyslexia Foundation of NZ

dyslexiafoundation.org.nz

4d.org.nz

diversityworks.nz/news-resources/news/dyslexia-in-the-workplace/

speld.org.nz

Dyspraxia

dyspraxia.org.nz/what-is-dyspraxia/

ADHD NZ

adhd.org.nz/

speld.org.nz/specific-learning-disability-definitions/adhd-attention-deficit-hyperactivity-disorder

Tourettes Syndrome

tourettes.org.nz

Autism NZ

autismnz.org.nz

Altogetherautism

altogetherautism.org.nz

Enrich+

enrichplus.org.nz/about/

Hiring programs targeting neurodivergent individuals.

dxc.technology/au/case_studies/149574-neurodiversity_program_develops_unique_skills_and_talents_for_national_australia_bank

news.sap.com/australia/2018/05/08/sap-launches-autism-at-work-program-in-new-zealand/

cie.auckland.ac.nz/newsroom/the-venture-helping-neurodiverse-people-into-work/

specialisterne.com.au/telstra-neurodiversity-recruitment-program-2021/

dxc.com/au/en/cp/social-impact-practice/dxc-dandelion-program

Articles on the topic

bbc.com/worklife/article/20191018-where-75-of-workers-are-on-the-autistic-spectrum

reuters.com/article/us-world-work-autismatwork/autism-in-the-workplace-a-spectrum-of-hiring-choices-idUSKCN1SD0YB

hbr.org/2017/05/neurodiversity-as-a-competitive-advantage

forbes.com/sites/drncandydoyle/2020/03/24/the-world-needs-neurodiversity-unusual-times-call-for-unusual-thinking/?sh=25531e4b6db2