

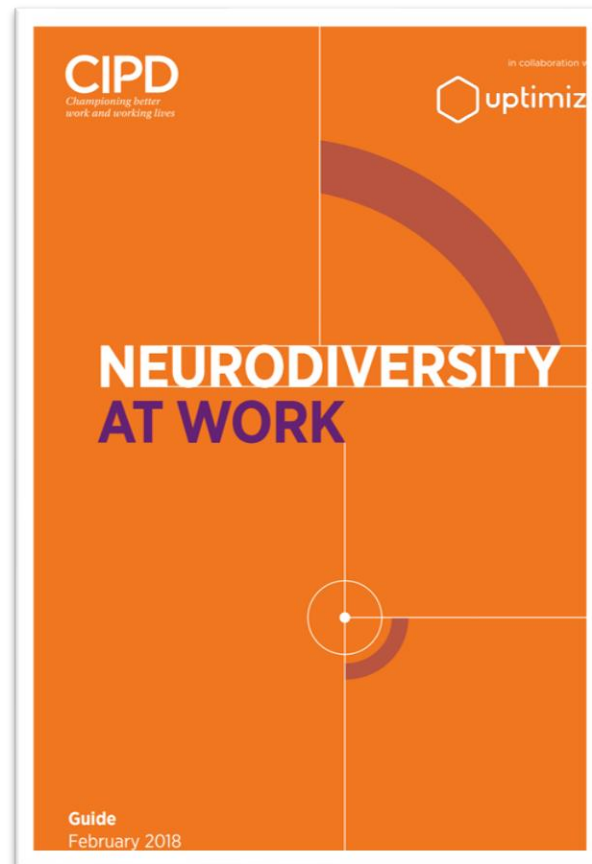
Understanding neurodiversity to widen your talent pool and improve productivity

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What is neurodiversity?



CIPD/Uptimize Neurodiversity at Work guide



Focus on strengths



Strengths and challenges

- Avoid generalising; people are individuals
- Don't think in terms of 'suitable roles'
- Adjustments can enable people to perform at their best

Raising awareness of the value of neurodiversity at work

- Training for staff and managers
- Staff training can improve customer service

Simple workplace adjustments can benefit everyone

- Most adjustments are low cost and easy to implement
- Many adjustments will be universally beneficial

The work environment

- Common issues to consider, include:
 - Office lighting
 - Noise levels
 - Equipment

The people management approach

- I'll focus on recruitment and selection here
 - Job descriptions
 - Interviews
- Other people management areas are covered in the CIPD/Uptimize guide on *Neurodiversity at Work*

Thank you

