



Developing your Neurodiversity Strategy

Date: 08.12.2022



Government
Events



About us

15+
years experience



95+
people



End to end
solutions working with individuals,
teams and organisations



National Reach
located across the UK and Ireland



Over 500
organisations every year



Leaders
in neurodiversity



100%?

The number of organisations committed to Diversity and Inclusion

%?

The number of organisations with neurodiversity as part of their people strategy.





1

Understanding the Business Opportunity



What to expect as a manager

Communication and planning

Can be easily distracted and flit from task to task.

May display challenges with attention to verbal instruction.

Have difficulty with short term memory.

Lack attention to detail.

Tend to be accident prone due to lack of forethought.

Display challenges with social timing and may be less motivated.

Behaviour and movement

May appear restless and fidgety.

Can sometimes find it hard to stop talking.

Sometimes interrupt others.

Challenges in dealing with stress.

**Attention
Deficit
Hyperactivity
Disorder**

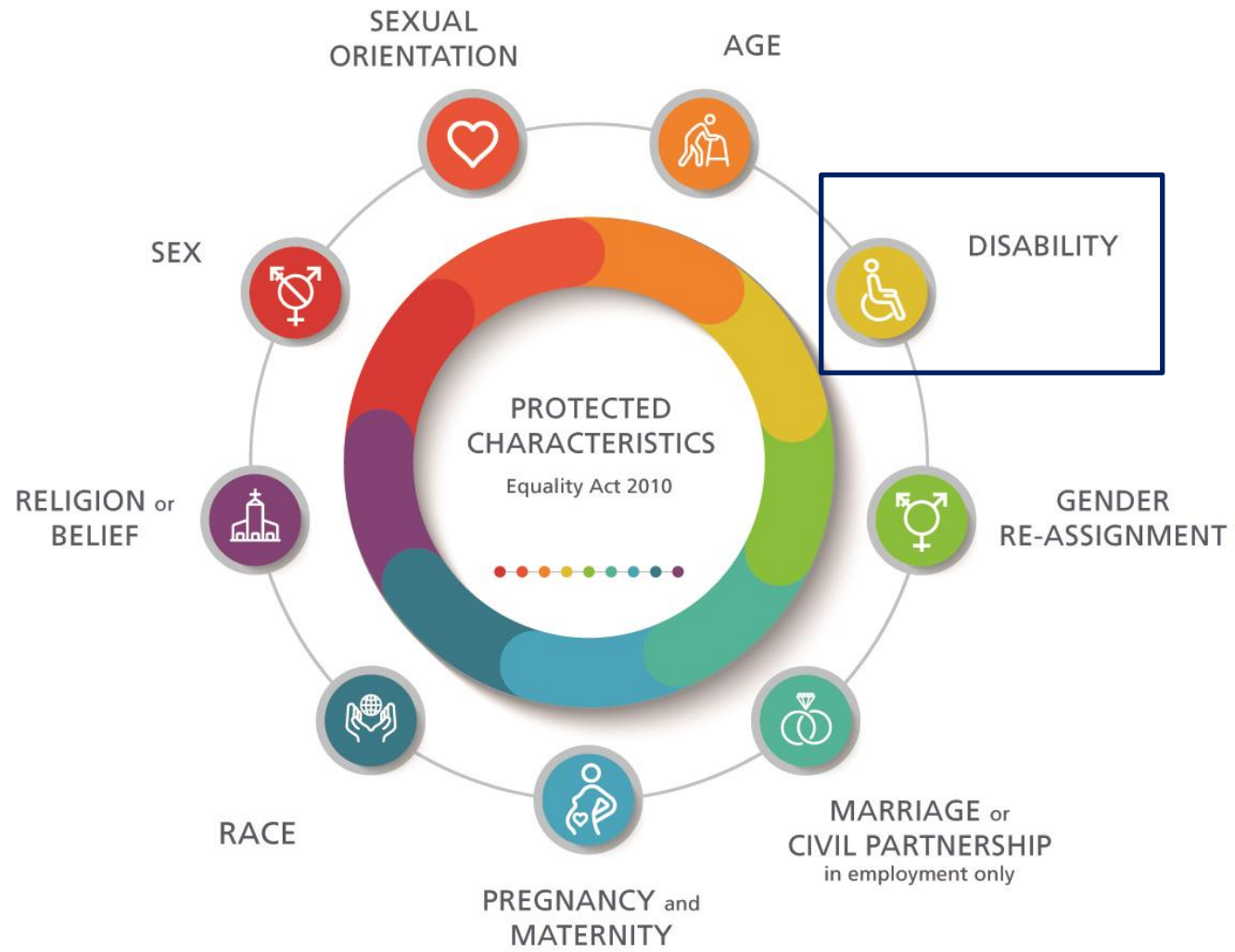
	PUBLIC	DYSLEXICS
Good at problem solving	12%	84%
Lateral thinking	13%	84%
Creative	19%	84%
Artistic	14%	77%
Bad Spelling	73%	89%
Difficulty Reading	85%	89%

Source: Made By Dyslexia – Connecting the Dots Report

Two sides of the same coin?

Challenge?	Strength?
Impatient	Go getter
Fidgety	Energetic
Easily Distracted	Highly Creative
Impulsive	Quick Decision Maker








The value of dyslexia

Dyslexic strengths and the changing world of work



In association with:

MADE BY
DYSLEXIA

EY
Building a better working world



Dyslexic Thinking +

MADE BY
DYSLEXIA

Virgin

LinkedIn

Dictionary.com

**Autism at Work
Virtual Career Fair**

Wed Apr 25th 1-3PM (PDT)



IBM

Deloitte.

JPMORGAN
CHASE & CO.

Microsoft

Bloomberg

Ford

DXC.technology

SAP

EY
Building a better working world

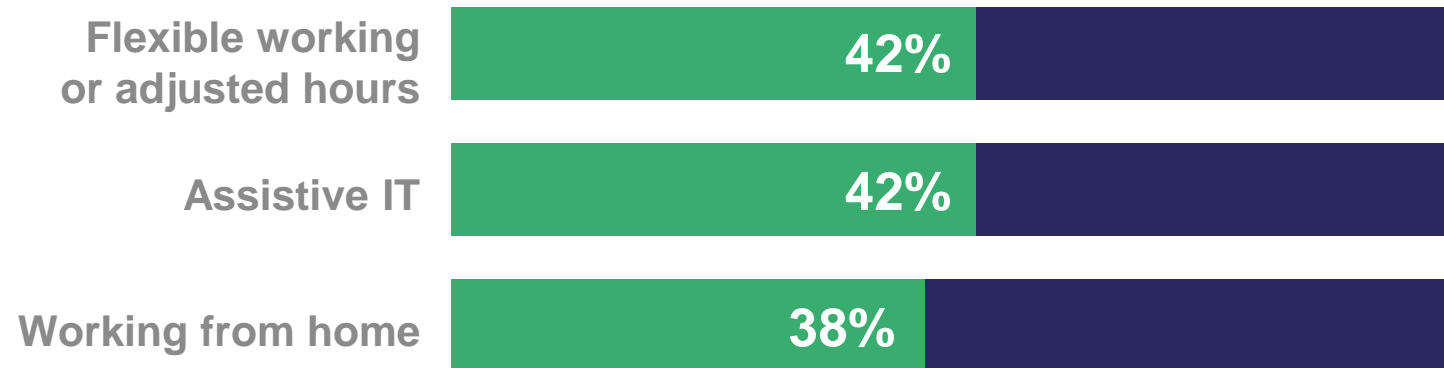
2

**Focus on barriers,
not conditions**





Most common adjustments for employees with a neurodifference;



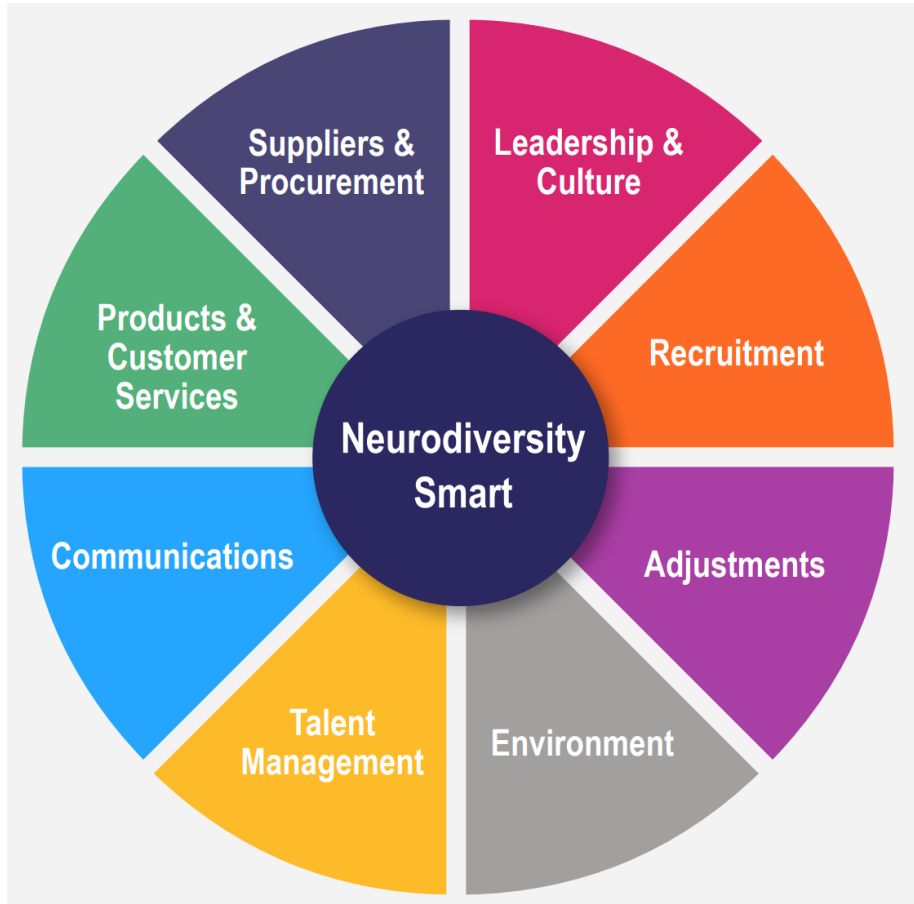
Source: Business Disability Forum, 'Great Big Workplace Adjustments Survey' (2019)

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**Leadership and
Accountability....**



**How are you tracking
and measuring
success?**



Our framework.....

<https://www.lexxic.com/neurodiversity-smart>

Contact us

Our in-person services are available throughout the UK and Ireland. However, any remote work we can do globally.

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