

**Making Your Workplace an Open Environment That Encourages Disclosures of Neurodivergence from Staff**

**With Matt Gupwell**

# Disclaimer

- No clinical or medical advice will be given
- Information jointly written using:  
  
Lived experience and learnt knowledge  
  
Clinical and Occupation Health professionals
- Any concerns or private questions please contact Matt at the end of the session on [enquire@thinkneurodiversity.com](mailto:enquire@thinkneurodiversity.com)



# Agenda

- Aims of this session
- Welcome – Meet your trainer
- What are we discussing?
- Creating coaching and mental health peer support schemes to build stronger working relationships?
- Designing and delivering neurodiversity awareness training for employees and line managers about Neurodivergent conditions
- Developing neurodivergent-oriented communications training for neurodivergent staff to improve working relationships.





# Aims of this session

- **To help your Neurodivergent colleagues feel more comfortable disclosing and discussing their conditions and specific assistance they require in the workplace.**
- **To illustrate the types of workplace training available and to identify which is most suitable for your organisation.**
- **To help make DI&E and HR teams design and present information to their organisations that demonstrate understanding and a desire to support all employees.**



Autism / ASD  
ASC

Dyslexia  
Dyspraxia  
Dyscalculia

Neurodiversity  
is

Mental  
Health  
Conditions

And more

ADHD /  
ADD

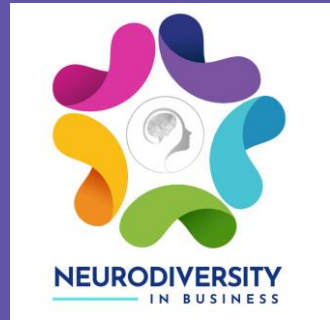
Acquired  
Neurodiversity



# Welcome – meet your trainer

- Matt Gupwell, 48 years old
- Diagnosed with severely disabling combined subtype ADHD at 45, Autism at 47 and Dyslexia in 2022
- Advisory committee member of Neurodiversity in Business
- Neurodivergent Advocate and trainer

**Genius**  
WITHIN







# The beginning.

- Current estimates suggest 1 – 5/7 people globally have 1 or more Neurodivergent conditions.
- Those figures only include those people with clinical diagnoses. So the real number are likely much higher.



So what does this  
mean to you?.





Creating coaching and Mental health peer support schemes to build stronger working relationships.



Think like Prince! It's all about a kiss.

**Keep it  
seriously simple!**

# You are not trying to create experts... rather Allies.

Invest in appropriate training that gives people the information they need without over loading them.

Ensure you ask your Neurodivergent teams what they would like people to know and ensure that whoever delivers your training can meet those requests.

Make sure your mental health first aiders know how to respond if someone discloses that they are struggling due to an ND issue.

Use tools and devices that  
are familiar in your workplace.





# How you can you these tools before and after training.

- ERG's: Encourage teams to use these tools to create their own groups to openly discuss day to day issues and to share advice and tips.
- Remember to includes groups for parents of ND children who may find talking to other parents helpful.
- Ensure the groups are safe spaces, not monitored or edited by HR/EDI teams. But, make them safe. Have clear reporting methods for any issues that may arise.
- Encourage groups to discuss things they feel could improve the working environment for all.

# Designing and delivering neurodiversity awareness training for employees and line managers

- Know what the aims of training are and how much knowledge is required.
- General Awareness workshops will usually be suitable for all staff at all levels. Sessions do not need to be clinical in content. Rather should increase peoples general awareness.
- Specific and more detailed training is recommended for Mental Health First Aiders and for Senior leadership teams.
- Make sure that the people delivering your training are Neurodivergent themselves. Whilst “lived experience” isn’t a ‘be all and end all’ it does give a very different perspective for those delivering training.

# Developing neurodivergent-oriented communications training for neurodivergent staff to improve working relationships

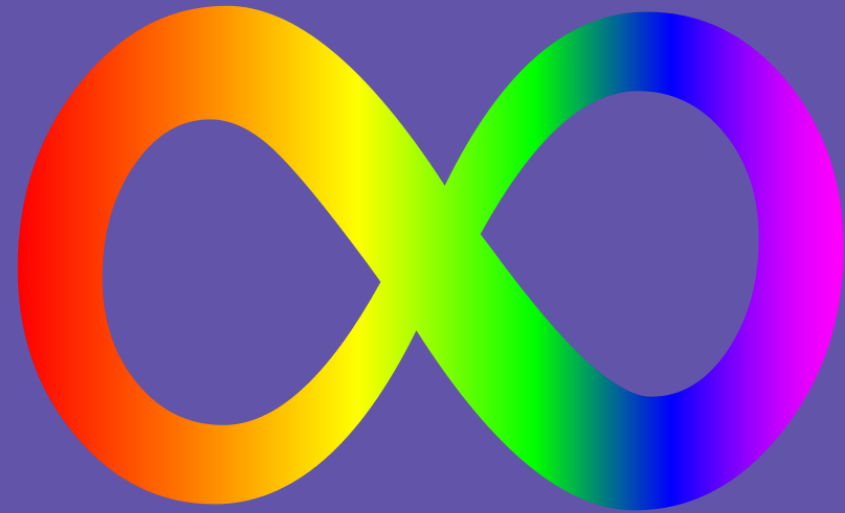
- Start with quality Neurodiversity awareness training before attempting to communicate on the topic.
- Ensure that the language, images and ways you communicate on the topic are enabling and positive.
- Run any proposed communications through ERG groups to get their feedback on what is going to be said or shared in the workplace.
- Always, start with the aim and intent of supporting and enabling Neurodivergent people. Not of making them feel even more “different”.



# Neurodiversity definitions and terms and imagery

## The Good

- Neurodivergent: A person whose brain functioning differs from what is considered “normal”
- Neurodiverse: A group of people with different types of brains.
- Neurotypical: A person whose brain functioning is considered “normal”
- People with ASC/ASD may refer to themselves as Aspies
- This infinity loop is widely accepted and preferred by the Neurodiverse community. It is recommended that you use this above any other logo's/symbols.







# Neurodiversity definitions and terms and imagery



Save this image to use on posters, websites and other media.

# Neurodiversity definitions and terms and imagery

## The Bad

- Special needs
- Different
- Disabled \*
- Disorder \*\*



Jigsaws, puzzle pieces and similar are considered highly offensive due to their links to ABA and Autism Speaks.



# Q&A

# Thank You

Matt Gupwell

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<https://thinkneurodiversity.com>

