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Ground Rules



Share your thoughts via Chat

Ask any questions



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#1012032



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Definition of Neurodiversity



Neurodiversity...

- is the concept that there is diversity in how human brains are wired and work, and neurological differences should be valued in the same way we value any other human variation
- refers to natural variations in the human brain such as autism, dyslexia, dyspraxia, ADHD and other neurological condition
- is a social justice movement which promotes the civil rights, equality, dignity and social inclusion of neurodivergent people



191 million people
Working-age globally¹

- Autism
 - Prevalence: ~ 1.8% globally²
 - Up to 85% unemployed or underemployed³
- ADHD
 - Prevalence: ~ 2.8% globally⁴
 - 11 times more likely to be unemployed⁵
 - 61% more likely to lose a job⁵

1.
2.
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ADHD or Attention Deficit/Hyperactivity Disorder is marked by an ongoing pattern of inattention and/or hyperactivity-impulsivity that interferes with functioning or development.

It is an invisible difference that may be accompanied by

- some challenges with attention
- some challenges with body movement or restlessness
- Acting without a sense of self-control

Common Terms

Autism Spectrum Disorder (ASD)

Asperger's

Has autism/with autism

On the autism spectrum

Autistic

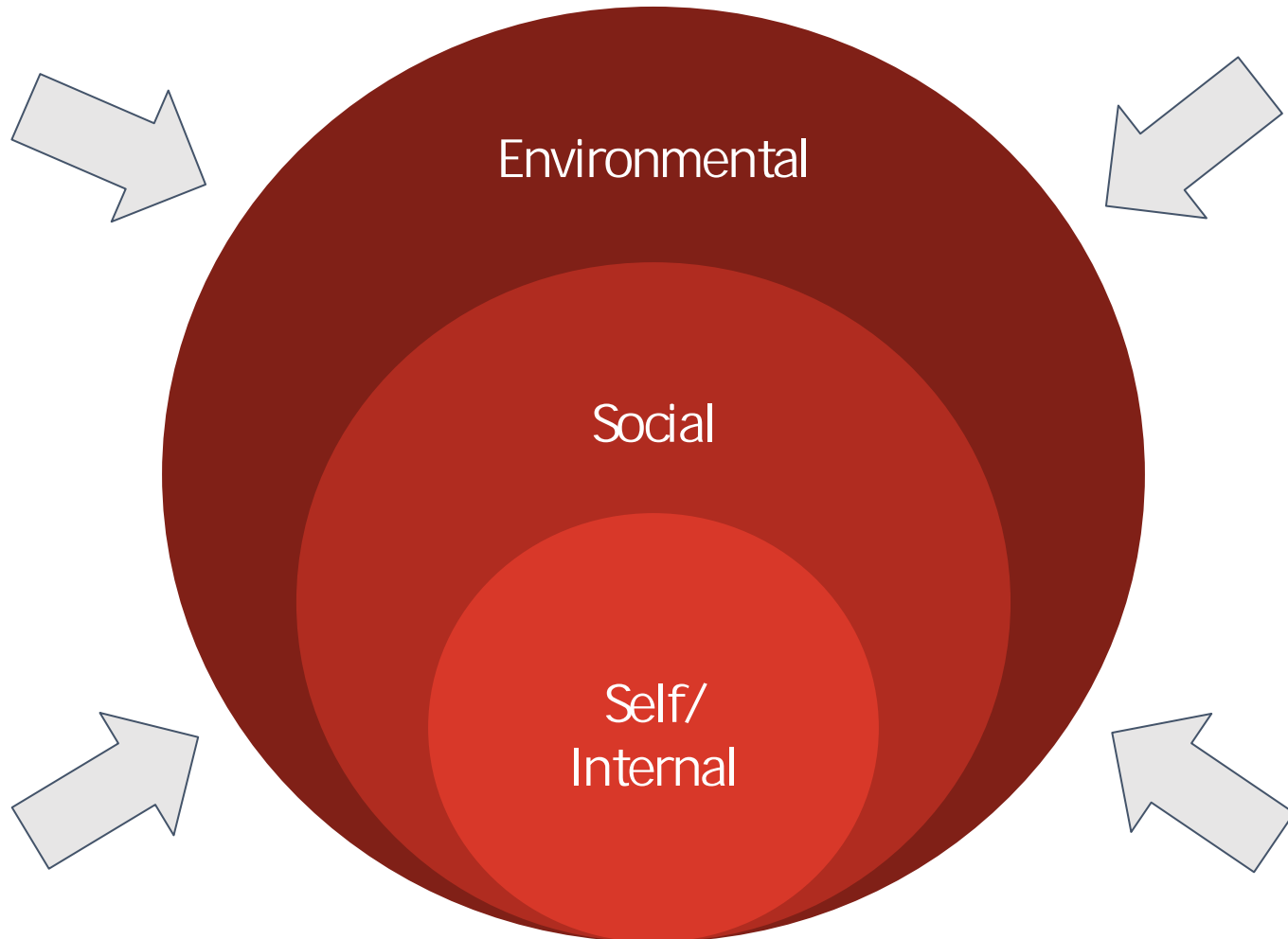
Neurodivergent



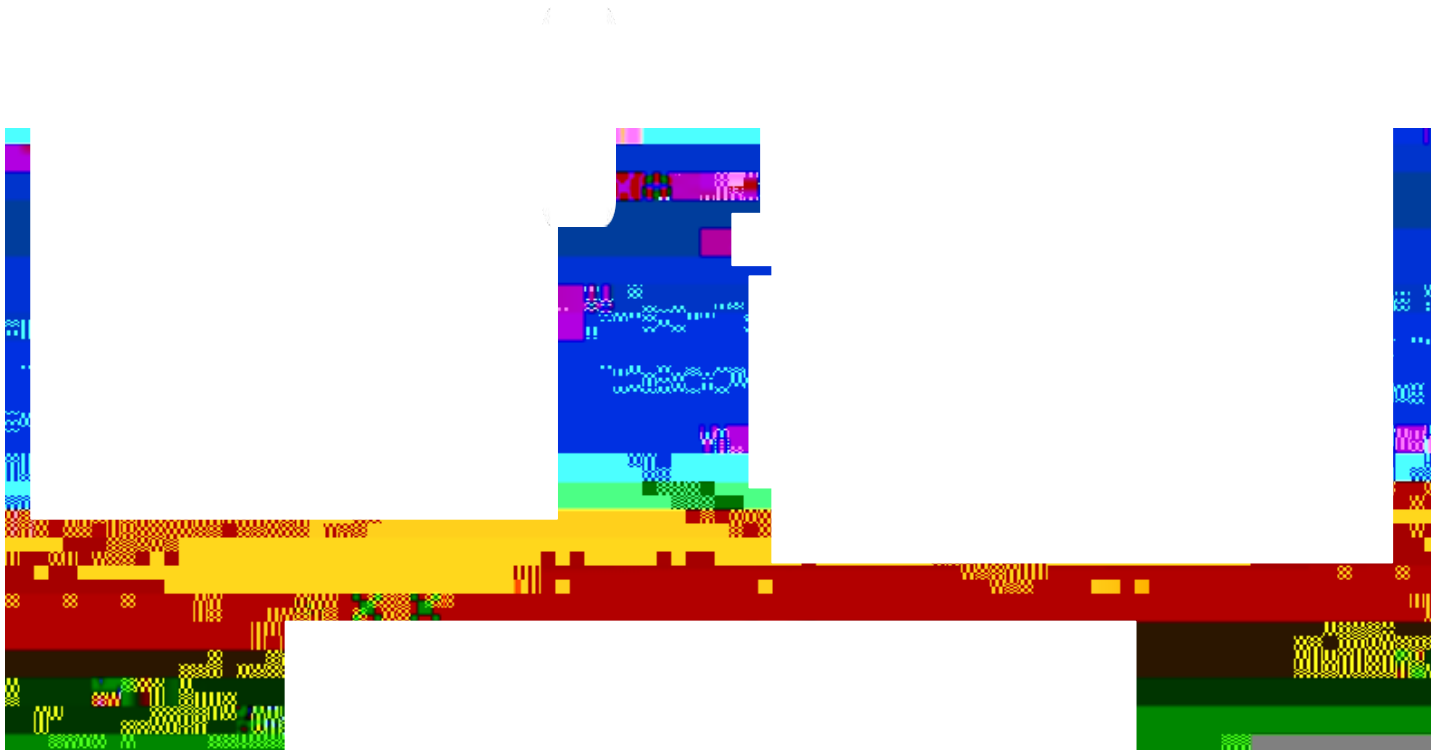


Social Nuance
Literal & Direct
Sensory Processing

Limiting the Comfort Zone



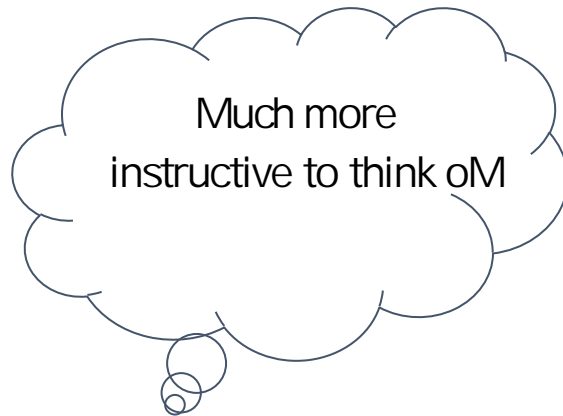
Linear Perception



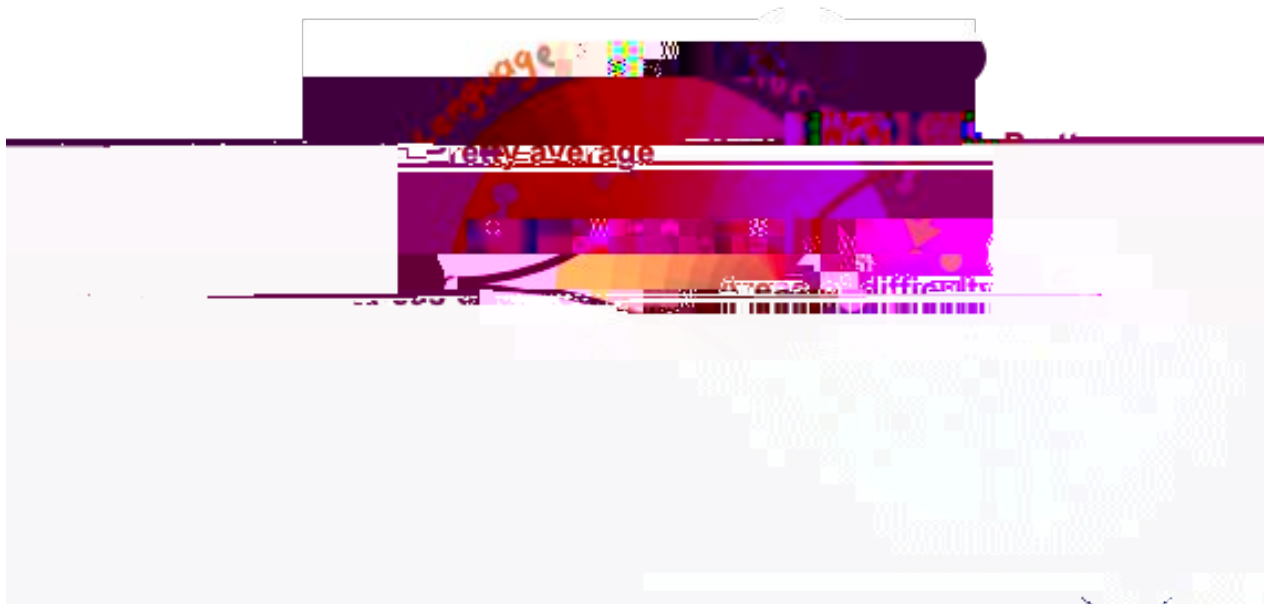
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Non-Linear Spectrum



Non-Linear Spectrum



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Myth vs. Reality

Myth

Only in children

Caused by vaccines

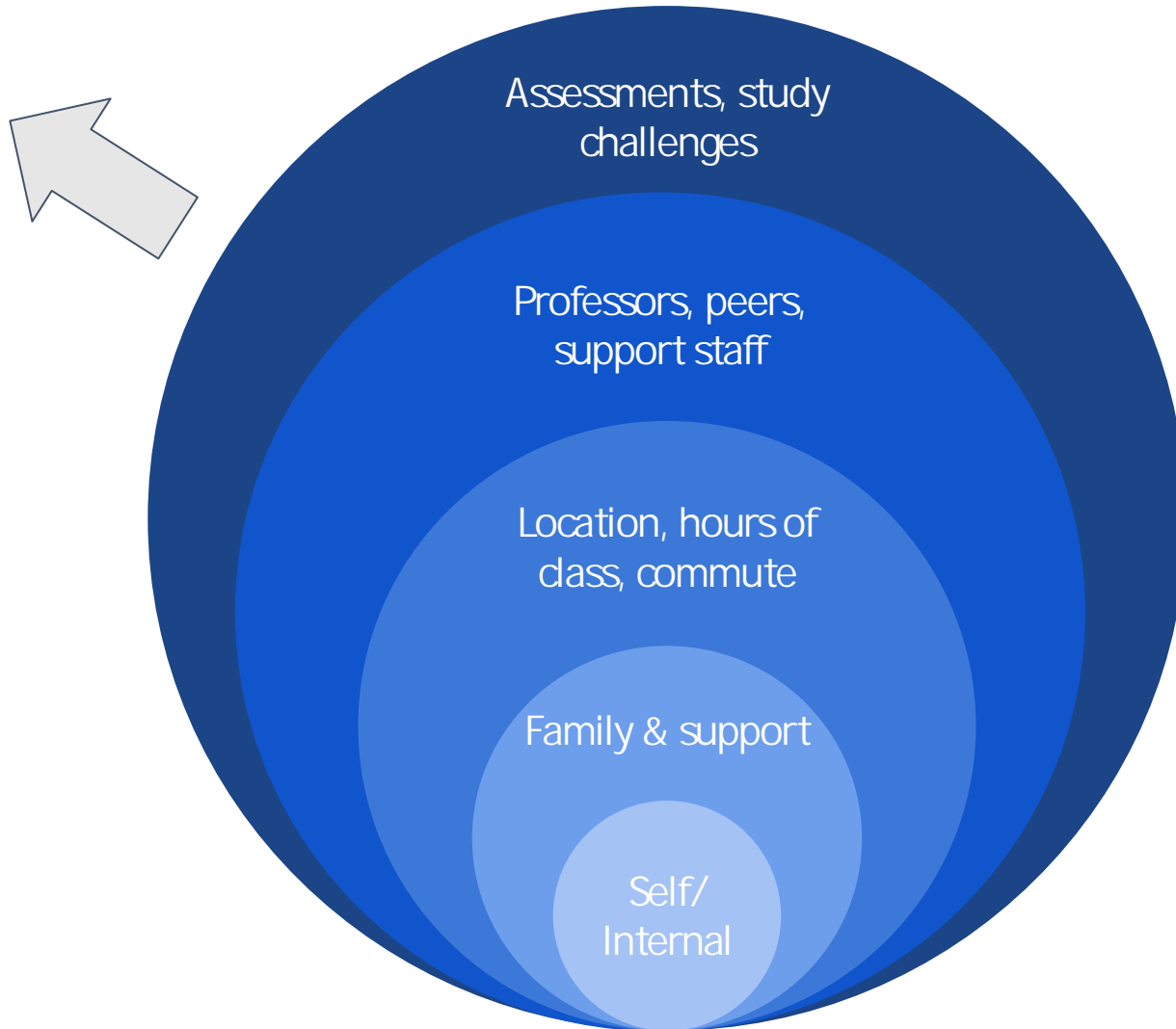
Reality

Dandelion Thinking



Perception	Strength	May be good at...
Skeptical	Inquisitive	Finding errors
Loner	Independence	Working on their own
Pessimistic	Alternative perspective	Identifying risks
Obsessive	Tenacious/Passionate	Completing tasks/new solutions
Pedantic	Detail Oriented	Following/managing processes
Insensitive	Objective	Analysis of information or events
Direct	Honest	Speak up when others may not

Expanding the Comfort Zone



Managing Differences



Respect

Clarity

Empathy

Motivations

Structure

Communication
Preferences

Meet people
where they are

Leverage
Strengths

Learning Methods



For more information about neurodiversity at your organization, contact:

[]

[]

For more information about Specialisterne, or for further questions related to today's session, please contact:

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If you feel you need an accommodation or support informed by this session, please



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