An introduction to neurodiversity

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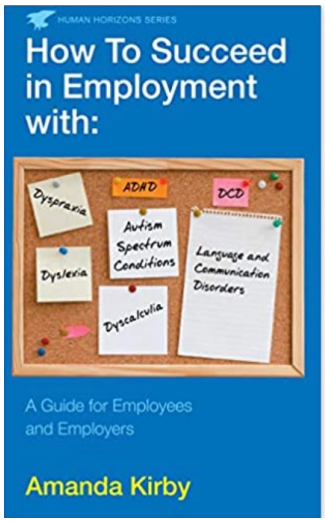
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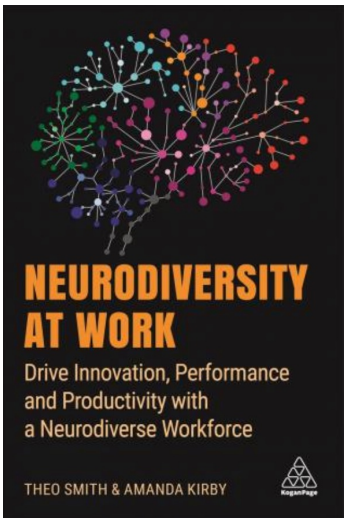
Who am I ?



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What is neurodiversity?



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Biodiversity



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Our brains (**neuro**-) naturally vary from person to person (are **diverse**) and are a part of human variation.

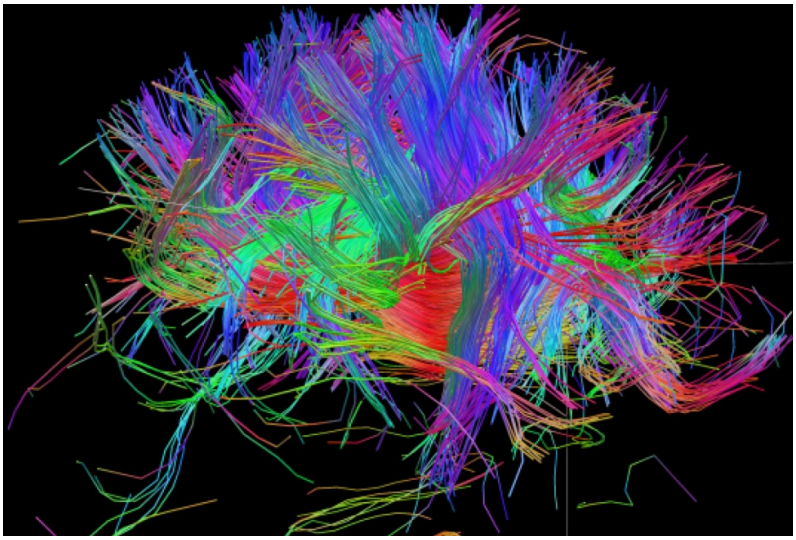
We all think, move, act, process information and communicate differently



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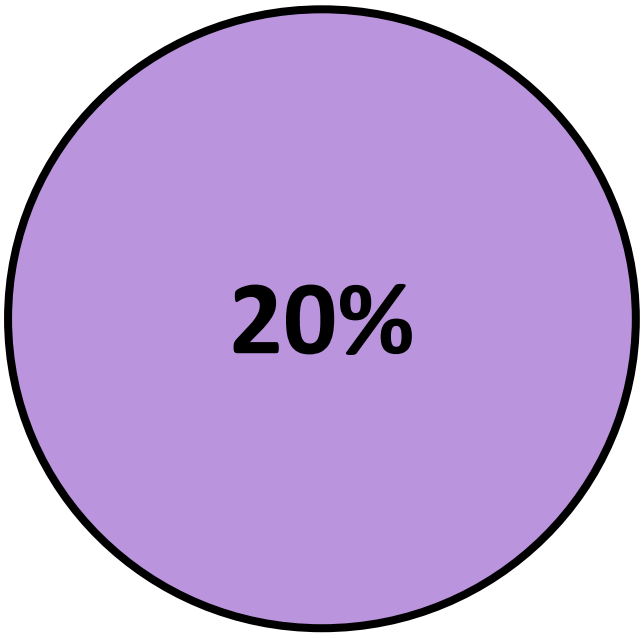
86 billion brain cells



Ref: https://newatlas.com/connectome-wiring-diagram-human-brain/39659/

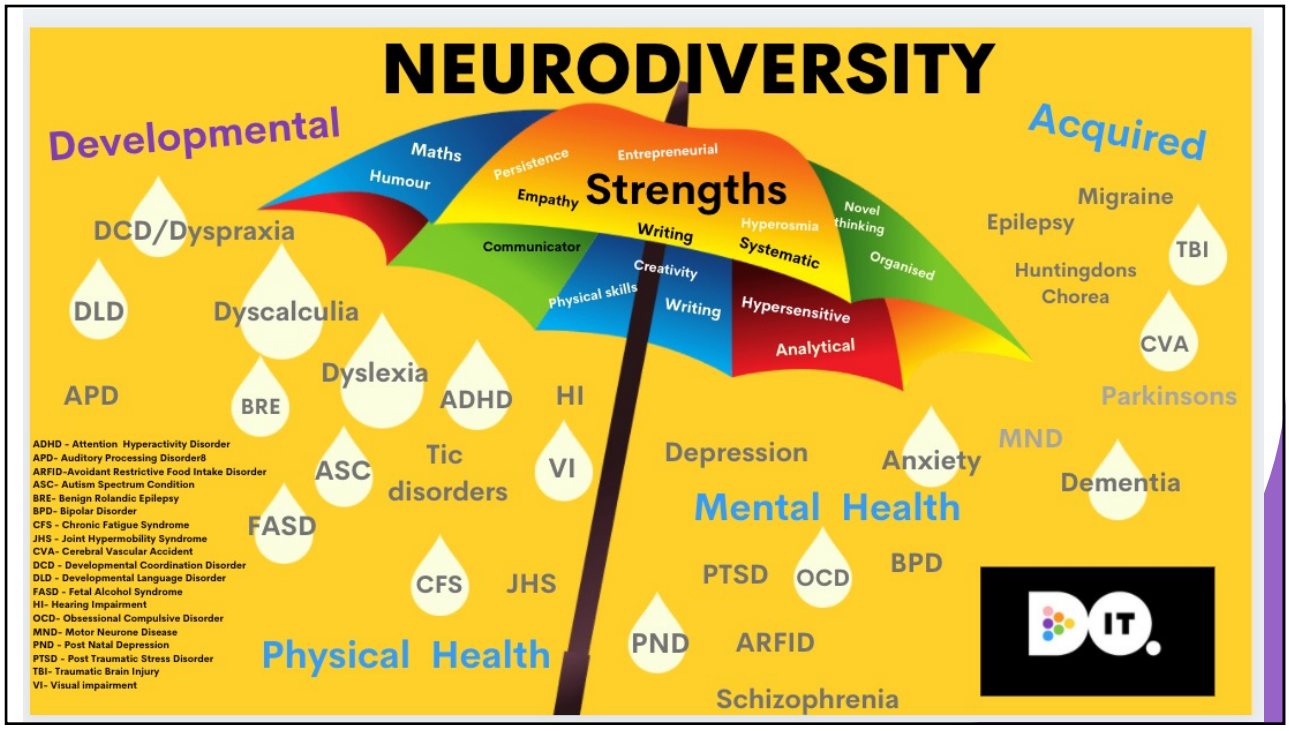
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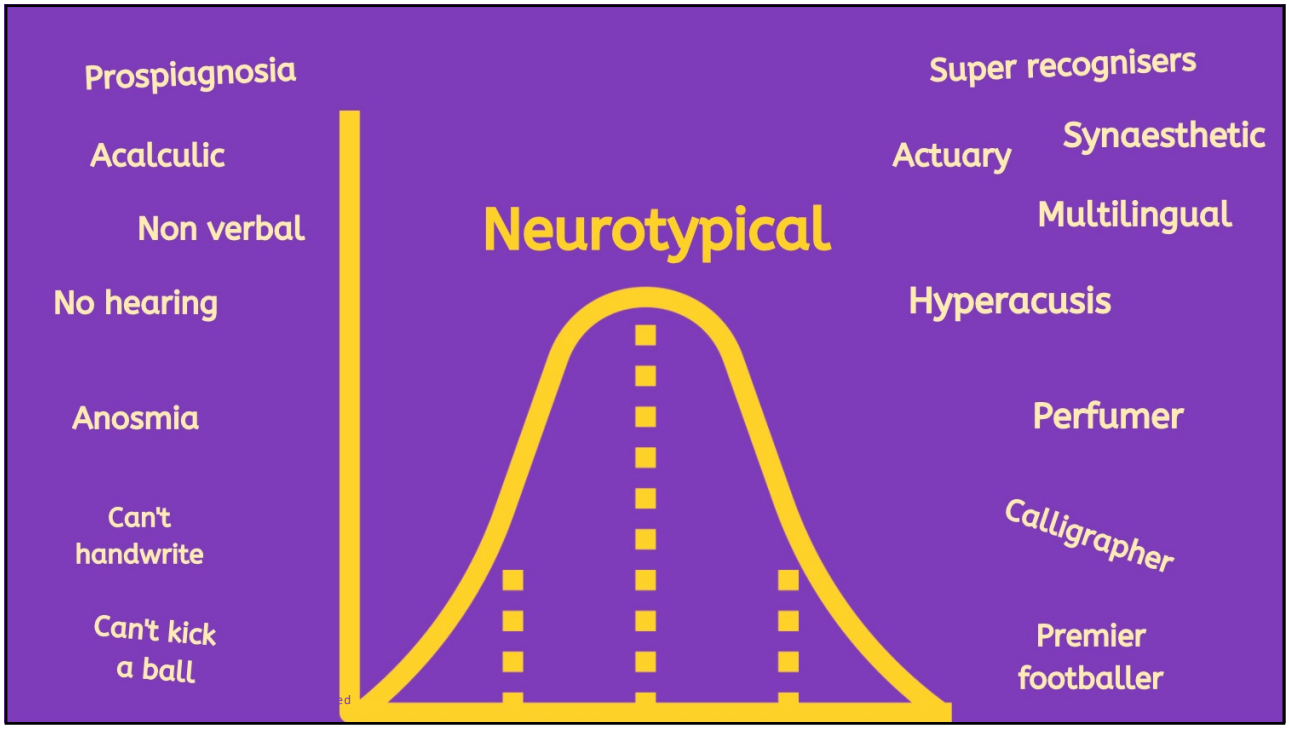


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NEURODIVERSITY
Developmental
Acquired
Strengths
Maths
Humour
Persistence
Empathy
Entrepreneurial
Communicator
Writing
Hyperosmia
Systematic
Novel thinking
Organised
Creativity
Physical skills
Writing
Hypersensitive
Analytical
DCD/Dyspraxia
DLD
Dyscalculia
Dyslexia
APD
BRE
ADHD
HI
ASC
Tic disorders
VI
FASD
CFS
JHS
Physical Health
Epilepsy
Migraine
TBI
Huntingdons Chorea
CVA
Parkinsons
MND
Dementia
Depression
Anxiety
Mental Health
PTSD
OCD
BPD
PND
ARFID
Schizophrenia
ADHD - Attention Hyperactivity Disorder
APD- Auditory Processing Disorder8
ARFID-Avoidant Restrictive Food Intake Disorder
ASC- Autism Spectrum Condition
BRE- Benign Rolandic Epilepsy
BPD- Bipolar Disorder
CFS - Chronic Fatigue Syndrome
JHS - Joint Hypermobility Syndrome
CVA- Cerebral Vascular Accident
DCD - Developmental Coordination Disorder
DLD - Developmental Language Disorder
FASD - Fetal Alcohol Syndrome
HI- Hearing Impairment
OCD- Obsessional Compulsive Disorder
MND- Motor Neurone Disease
PND - Post Natal Depression
PTSD - Post Traumatic Stress Disorder
TBI- Traumatic Brain Injury
VI- Visual impairment
IT

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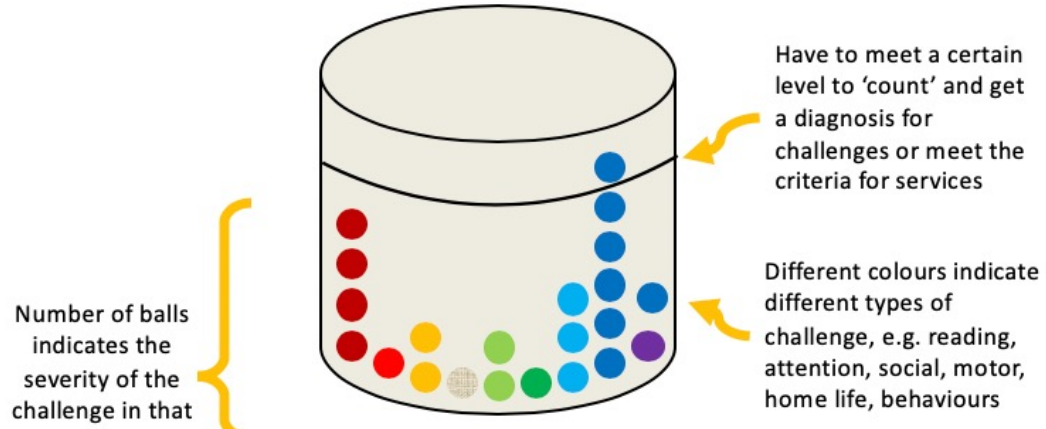

Prospiagnosia
Acalculic
Non verbal
No hearing
Anosmia
Can't handwrite
Can't kick a ball
Neurotypical
Super recognisers
Actuary
Synaesthetic
Multilingual
Hyperacusis
Perfumer
Calligrapher
Premier footballer

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Not everyone comes to work with a diagnosis or label or will *want* to share this information with you

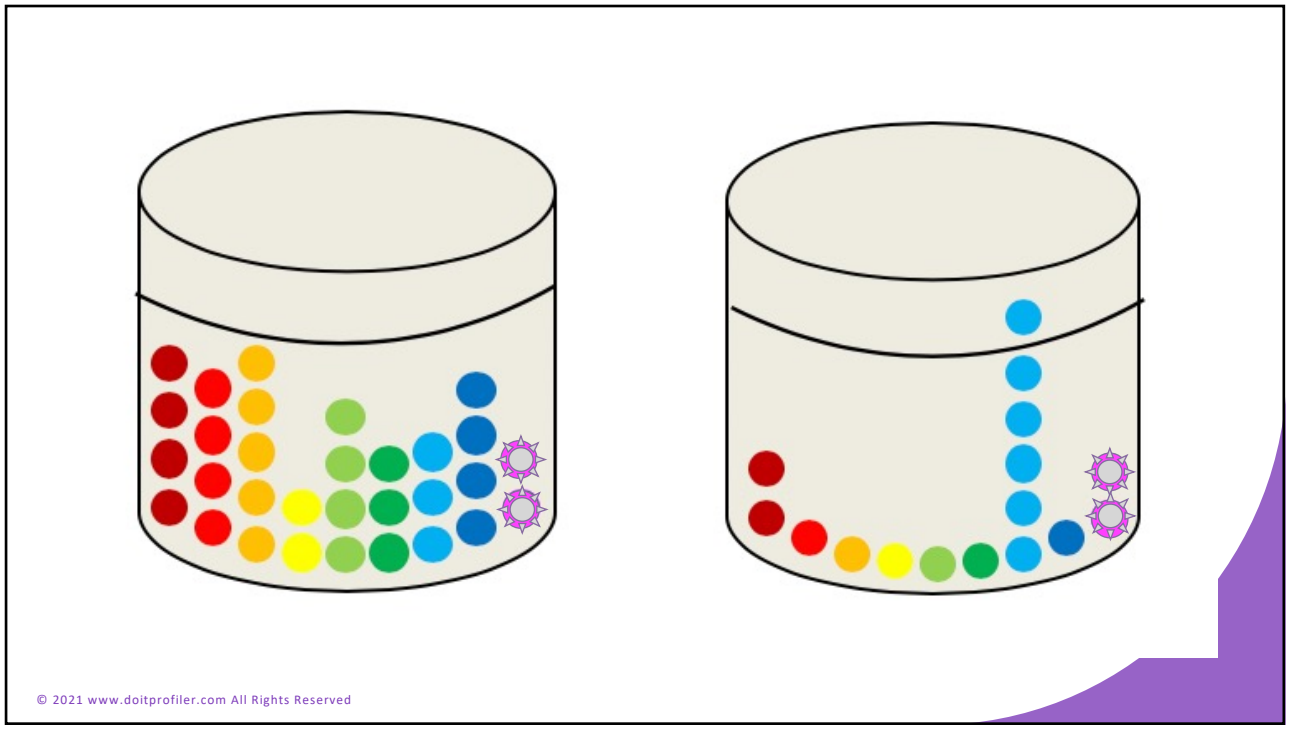
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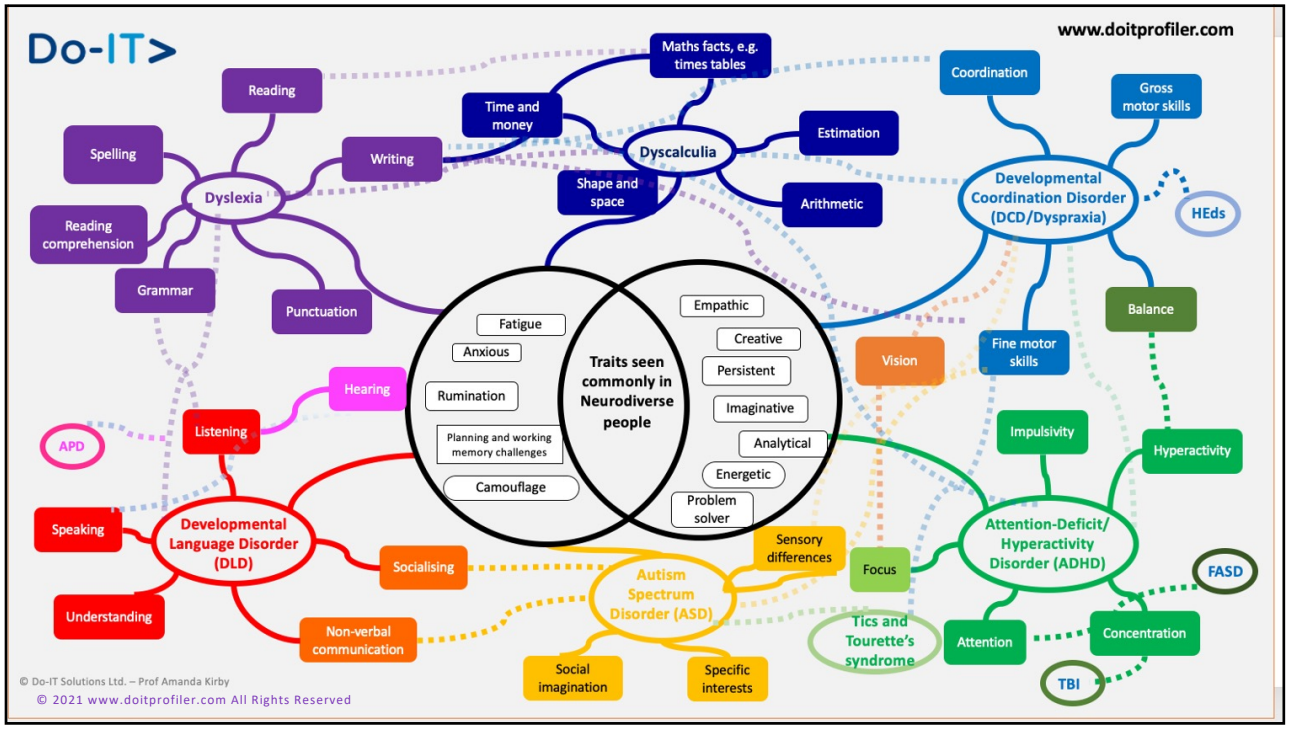


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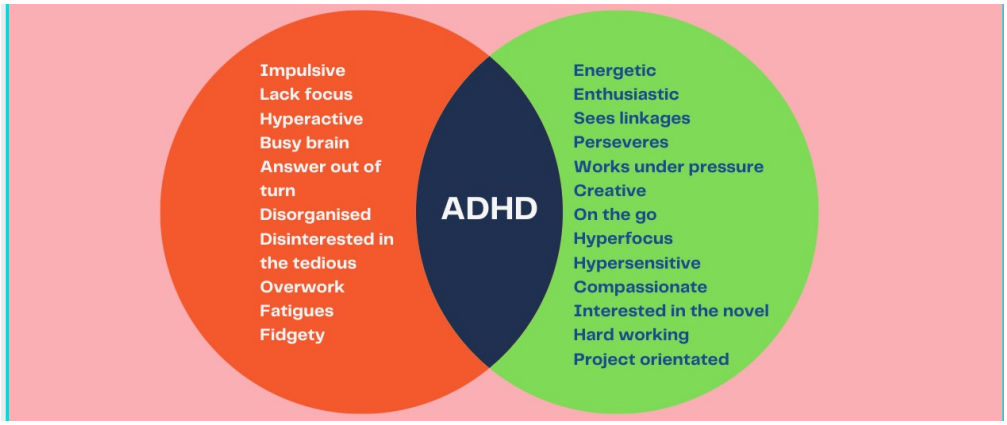

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Maths facts, e.g. times tables
Reading
Time and money
Coordination
Gross motor skills
Spelling
Writing
Dyscalculia
Estimation
Dyslexia
Shape and space
Arithmetic
Developmental Coordination Disorder (DCD/Dyspraxia)
HEds
Reading comprehension
Grammar
Punctuation
Balance
Fatigue
Anxious
Traits seen commonly in Neurodiverse people
Empathic
Creative
Persistent
Imaginative
Analytical
Energetic
Problem solver
Vision
Fine motor skills
Rumination
Planning and working memory challenges
Camouflage
Hearing
Impulsivity
Hyperactivity
APD
Listening
Speaking
Developmental Language Disorder (DLD)
Socialising
Sensory differences
Focus
Attention-Deficit/ Hyperactivity Disorder (ADHD)
FASD
Understanding
Autism Spectrum Disorder (ASD)
Tics and Tourette's syndrome
Attention
Concentration
Non-verbal communication
Social imagination
Specific interests
TBI
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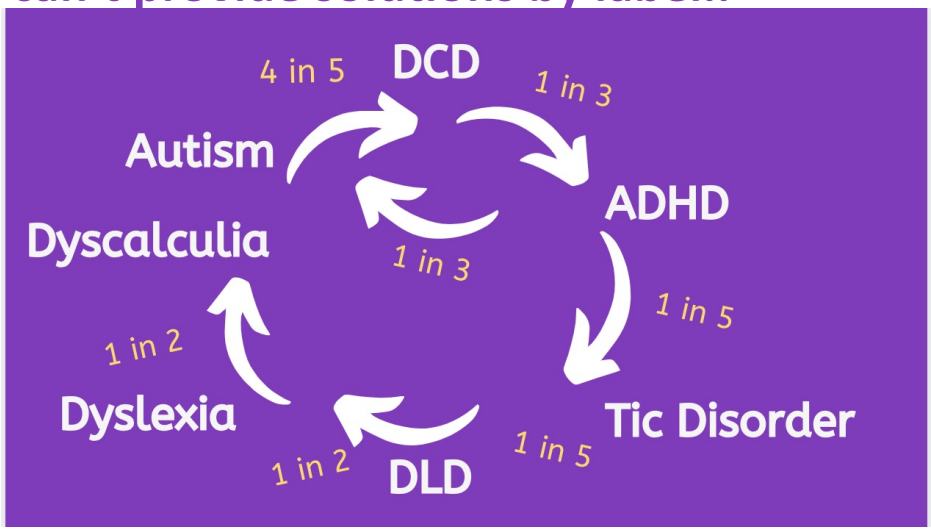
Flipping the narrative



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Very few people are ‘just’ anything so we can’t provide solutions by label..



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Two people with the same diagnosis – will be very different people



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Embracing Neurodiversity means considering

Universal design



Person centred





Pro-active inclusion

Equitable solutions

Environmental variables

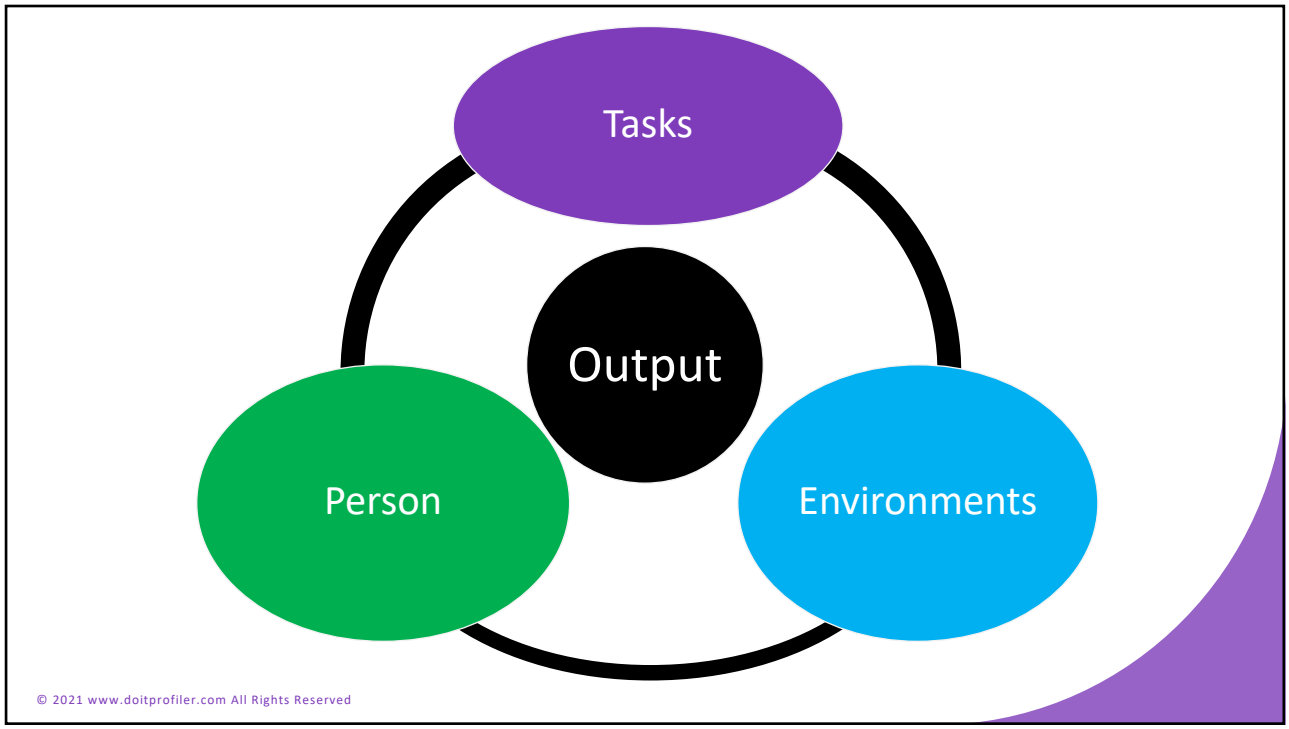
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What do **YOU** prefer when you are working:

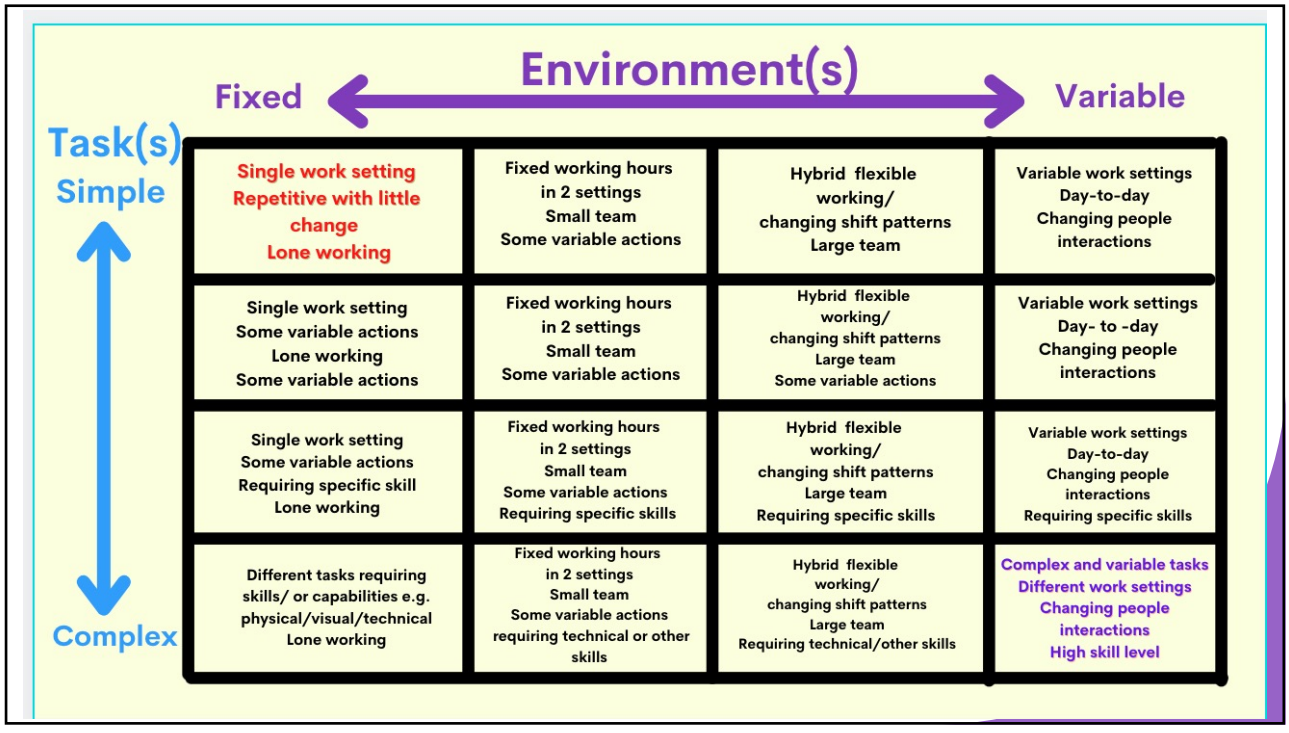
- ❑ Rock Music
- ❑ Classical music
- ❑ Silence
- ❑ Country and western
- ❑ Electronic
- ❑ Jazz
- ❑ People talking around you

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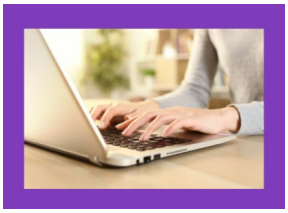

Tasks
Output
Person
Environments
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Environment(s)
Fixed
Variable
Task(s)
Simple
Complex
Single work setting
Repetitive with little change
Lone working
Fixed working hours in 2 settings
Small team
Some variable actions
Hybrid flexible working/ changing shift patterns
Large team
Variable work settings
Day-to-day
Changing people interactions
Single work setting
Some variable actions
Lone working
Some variable actions
Fixed working hours in 2 settings
Small team
Some variable actions
Hybrid flexible working/ changing shift patterns
Large team
Some variable actions
Variable work settings
Day- to -day
Changing people interactions
Single work setting
Some variable actions
Requiring specific skill
Lone working
Fixed working hours in 2 settings
Small team
Some variable actions
Requiring specific skills
Hybrid flexible working/ changing shift patterns
Large team
Requiring specific skills
Variable work settings
Day-to-day
Changing people interactions
Requiring specific skills
Different tasks requiring skills/ or capabilities e.g. physical/visual/technical
Lone working
Fixed working hours in 2 settings
Small team
Some variable actions
requiring technical or other skills
Hybrid flexible working/ changing shift patterns
Large team
Requiring technical/other skills
Complex and variable tasks
Different work settings
Changing people interactions
High skill level

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Single work setting
Repetitive with little change
Lone working

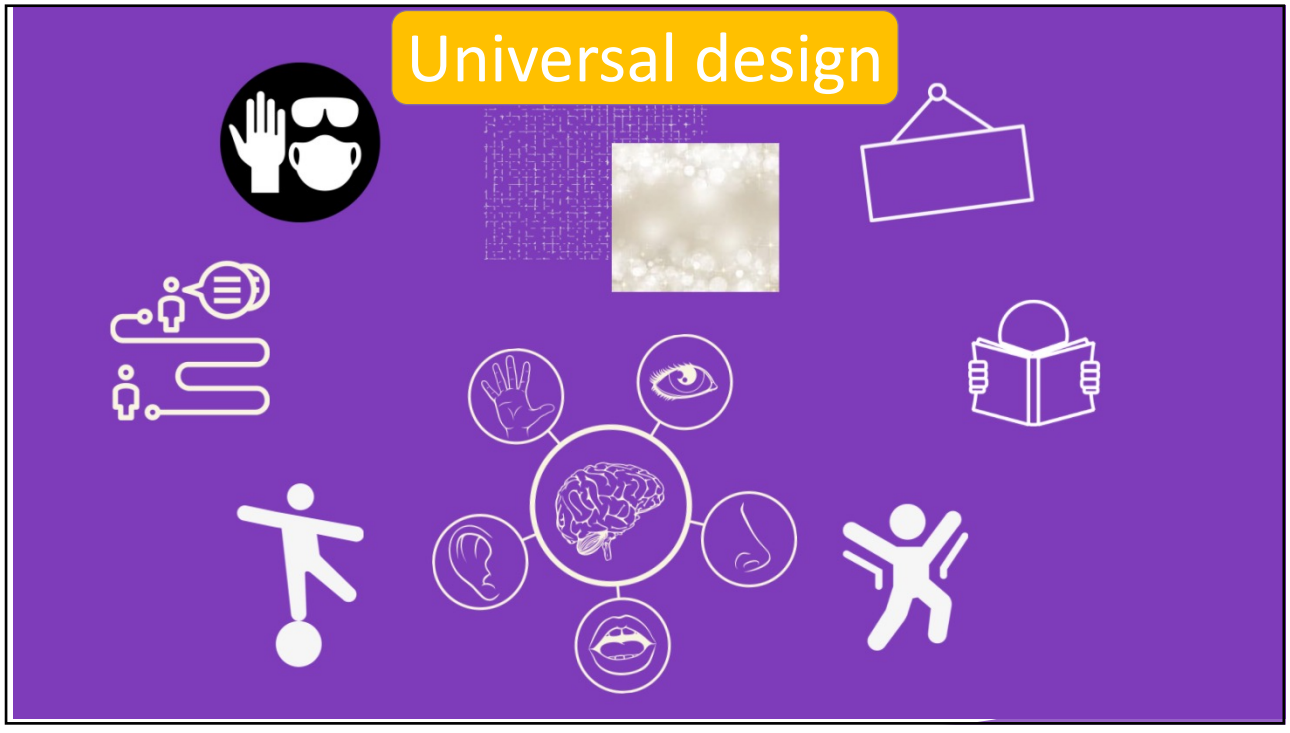




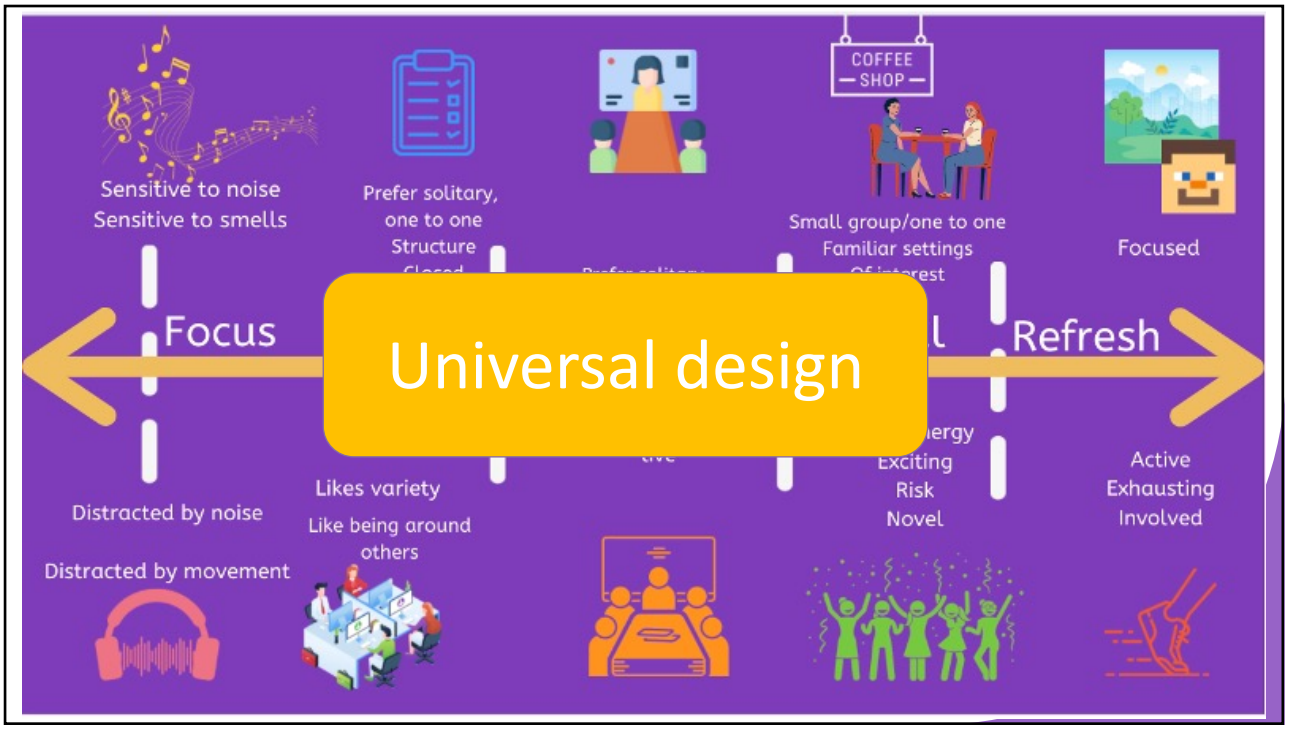
Complex and variable tasks
Different work settings
Changing people interactions
High skill level

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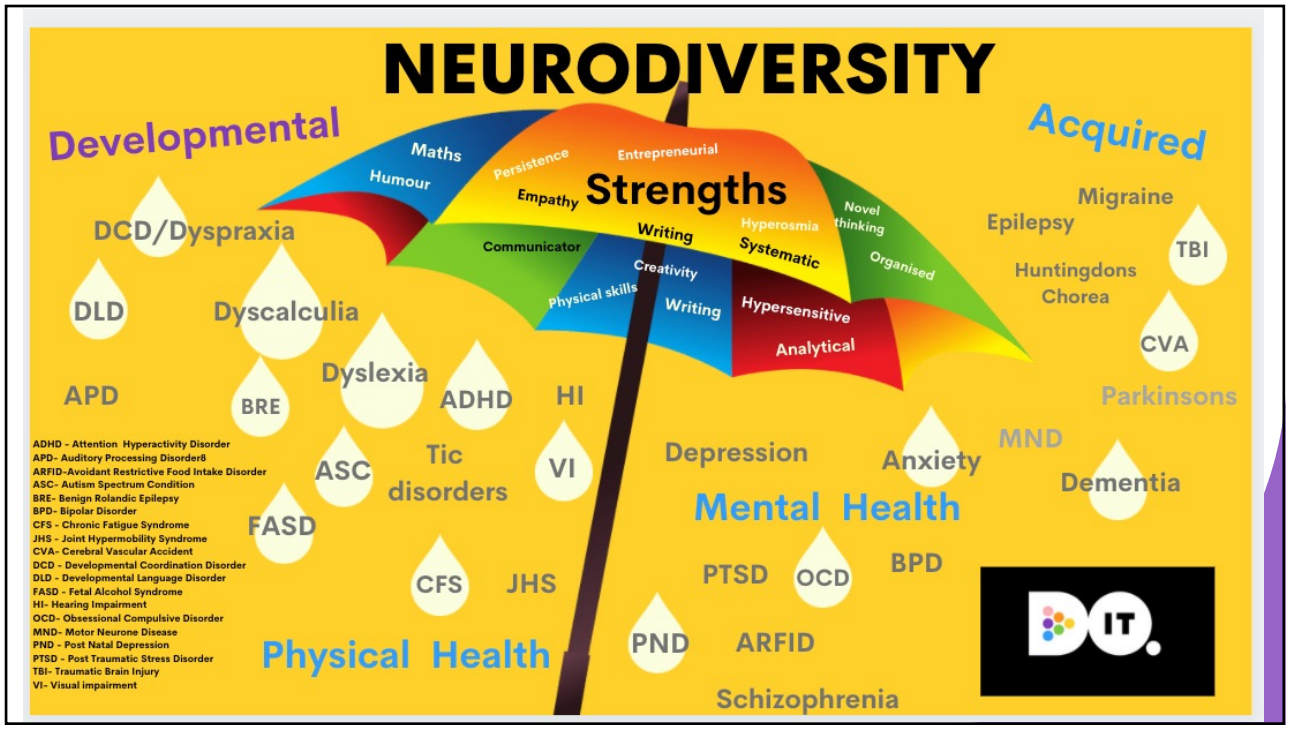
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When considering the environment and access?

- **Static** work settings
- **Dual** – changing e.g. hybrid working settings
- **Dynamic** – different work settings
- **Simple repetitive tasks**
- **Complex varying tasks**
- **Changes in person over time**
- **Changing to tasks over time-** needing skills training
- **Sensory variations –** lighting/sound/texture/contrast
- Mental health impact of lack of information/change/inconsistency

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