

EAP Newsletter

MARCH 25

Embracing Neurodiversity in the Workplace

This month, we explore the importance of understanding neurodiversity and how embracing cognitive differences can drive innovation, productivity, and engagement in the workplace.

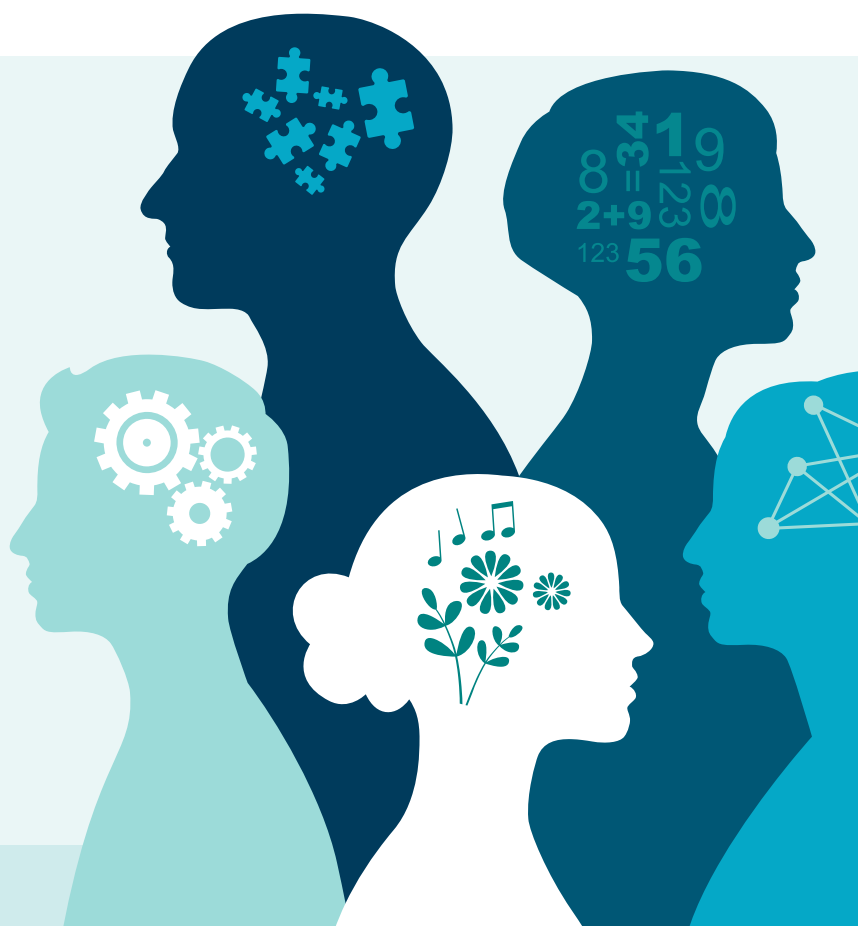
Neurodiversity recognises that we all think and process information differently. It refers to Attention Deficit Hyperactivity Disorder (ADHD), autism, dyslexia, and dyspraxia as natural variations of human thinking, not defects. It emphasises acceptance, inclusion, and valuing diverse ways of learning, processing information, and experiencing the world. By fostering an inclusive environment, organisations can unlock the full potential of their neurodiverse workforce.

A 2022 New Zealand Workplace Diversity Survey found that 13% of respondents identified as neurodivergent, 6% were unsure, and 81% did not consider themselves neurodivergent. International research suggests that 15-20% of the population may be neurodivergent, though actual figures are difficult to determine due to historical challenges in diagnosis.

Why neurodiversity matters

Neurodivergent individuals bring unique strengths, including creativity, problem-solving abilities, pattern recognition, and innovative thinking.

Research shows that organisations that prioritise neurodiverse hiring benefit from increased productivity, innovation, and employee engagement.



Ways to create an inclusive workplace



1. Raise awareness and educate

Providing neurodiversity training helps reduce stigma and fosters understanding.



3. Use clear communication

Structured instructions, visual aids, and direct feedback improve workplace effectiveness.



2. Offer flexible work options

Simple adjustments like quiet spaces, lighting modifications, or remote work can make a big difference.



4. Adapt recruitment and support

Inclusive hiring practices, such as showcasing portfolios and using practical exercises instead of traditional interviews, help attract neurodiverse talent.

Embracing neurodiversity fosters innovation, strengthens teams, and contributes to organisational success.

Free Webinar

Introduction to Neurodiversity

Join us for a **free webinar** with Senior Psychologist Dr Joe Guse where we explore neurodiversity in the workplace. We'll learn about common neurodivergent conditions, the strengths and challenges neurodivergent employees face, and practical strategies for fostering an inclusive work environment.

Webinar details:

Title: **Introduction to Neurodiversity**

When: **Thursday 27th March - 12 - 1pm**

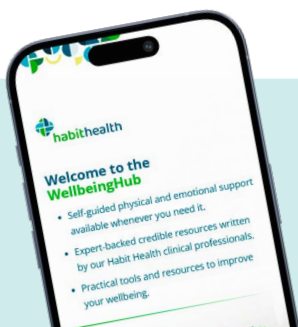
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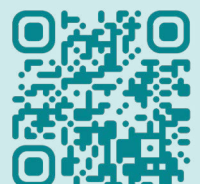
Want to learn more about neurodiversity?

Check out our newest article on the **WellbeingHub**, your library for all things wellbeing. Sign in at **wellbeinghub.co.nz**.



Our team are here to help

If you need more support, **book an appointment online** at **eapservices.co.nz**, by calling **0800 327 669** or by scanning the **QR code**



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