

Interpreting Neurodiversity and People Management in Laboratories

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Overview



What is neurodivergence?



Benefits and challenges



How can we better understand?



How can we be supportive workforce?



The Difference between Equality vs Equity

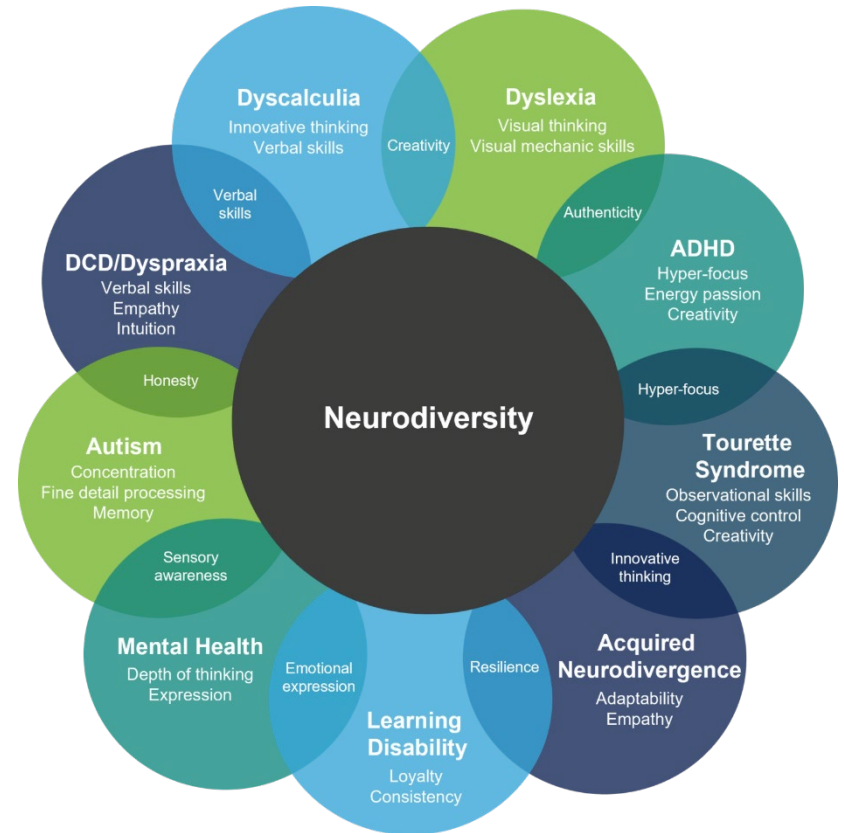


Stamping out bias



What does neurodiversity mean











- * Its definition
- * Types of neurodiversity
- * My experience



Benefits of neurodiverse employees

- * Unique perspective
- * Pattern recognition
- * Problem solving
- * Creative
- * Loyal
- * Rule driven

The benefits of a neurodiverse workforce

-  Lateral thinking
-  Strategic analysis
-  Quality assurance
-  Employee engagement
-  Creativity and innovation
-  Sustained attention to detail
-  Bringing a different perspective
-  Consistency in tasks once mastered
-  Information processing advantage
-  Strong problem-solving and spatial reasoning capabilities



Challenges

- * Sensory
- * Communication
- * Executive functioning
- * Health

How neurodivergence might affect a colleague at work

-  Procrastination
-  Energy levels
-  Arithmetic ability
-  Memory ability
-  Sense of direction
-  Vision and hearing
-  Concentration and focus
-  Spelling, reading and writing
-  Social interaction and communication
-  Organisation, planning and/or maintaining a schedule

Creating Inclusivity



The Uncomfortable Part

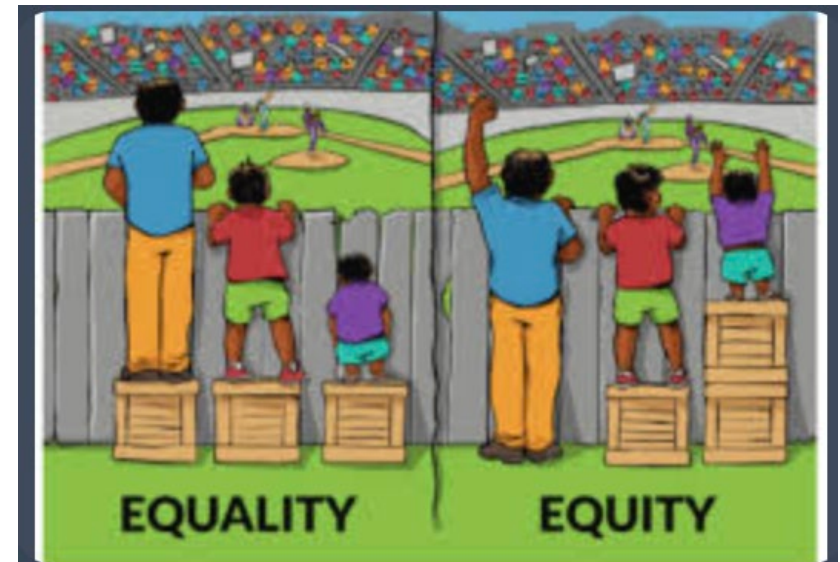
- * 'WILL SHE EVER GROW OUT OF IT'
- * 'I RECKON THEY'RE A BIT AUTISTIC'
- * 'Everyones on the spectrum'
- * 'IT WASN'T EVEN A THING IN MY DAY'
- * 'I THINK ITS ALL A BIT OF A TREND NOW'
- * 'I'M DEFO AUTISTIC I JUST SAY IT HOW IT IS WHEN PEOPLE ANNOY ME'
- * 'Why did you take the job if you knew your child was like that'

Communication



Best practice

- * Use team knowledge to better assign tasks
- * Encourage collaboration
- * Recognise strengths
- * Equity is key, equality DOESN'T DO WHAT IT SAYS ON THE TIN.
- * Value diversity



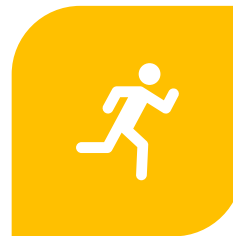
Call to Action



BE HONEST



MAKE THE TIME TO
DO WHAT YOU SAY



IMPLEMENT
TRAINING - BUT
MAKE IT CREATIVE



ASK FOR FEEDBACK

Thankyou



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