



Neurodiversity in the Workplace

Creating a workplace that respects, supports, and embraces neurodivergent employees, clients, and customers.

A presentation by Karen Young (BSc(Psych)(Hons) MGestTherapy)

Increasingly, neurodiversity in the workplace is being recognised for what it is – something to be embraced and sought after, rather than a 'deficit' to be accommodated. Workplaces that adopt neuro-friendly practices and create neuro-friendly environments will ultimately create a culture that is welcoming and respectful for all individuals, allowing everyone to perform to their highest capability. This workshop will explore the workplace practices that will support neurodivergent individuals, and how these practices will ultimately benefit all staff, clients, and customers. We will discuss:

- what neurodiversity is, and why we need to change the way we think about neurodiversity in the workplace;
- understanding autism spectrum diversities, ADHD, and language and communication diversities;
- the benefits of shifting to a strength-based understanding of neurodiversity in the workplace;
- embracing and accessing the strengths of a neurodiverse workplace – how neurodiversity presents opportunities;
- the challenges neurodivergent individuals may face in the workplace;
- the difficulties and misunderstandings that can happen in the workplace;
- how to ensure communication and practices are effective and inclusive for everyone;
- to reveal or conceal – the pros and cons of being open about a diagnosis, and the practices that can support felt safety and a responsive, inclusive culture for all individuals;
- inclusive workplace practices and environments, and why these are beneficial for all staff.



About Karen Young

Karen has worked as a psychologist in private practice, organisational, and educational settings. She is an internationally sought-after speaker, educator, and consultant, working with government bodies, media outlets, and a diverse range of private organisations. Karen is the author of four internationally-acclaimed books and the founder of 'Hey Sigmund', a popular online resource that provides contemporary, research-driven information on anxiety, neurodevelopment, and mental wellbeing.