

Understanding neurodiversity

About neurodiversity and understanding the types of neurodivergence.



What is neurodiversity?

Neurodiversity is the idea that everyone experiences and engages with the world in their own way. It recognises and values the diversity of human brain functioning, challenging the notion that there is one 'correct' way to think, learn, or behave. This concept is essential in creating a diverse workplace and promoting diversity and inclusion in the workplace.

'Neurodiversity' and 'neurodivergence'

Neurodiversity

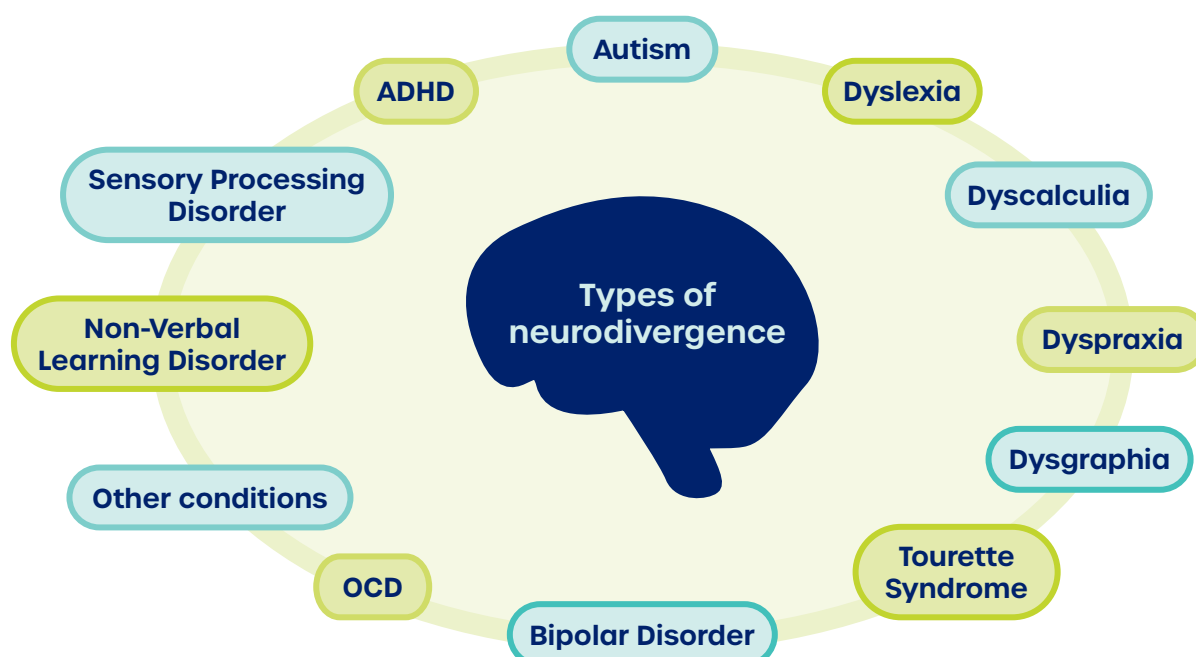
'Neurodiversity' is a broad term that refers to the natural variety in all human brains and how they function. It suggests that differences in learning, attention, mood, and other mental functions are 'typical' and should be appreciated. Neurodiversity includes everyone as every person's brain works differently.

Neurodivergence

'Neurodivergence' or 'neurodivergent' specifically refers to individuals whose brain functions differ from what is considered 'typical' or 'neurotypical.' Neurodivergence focuses on the idea that these differences, while sometimes challenging, also bring unique perspectives and abilities.

Types of neurodivergence

Neurodivergent conditions include a wide range of neurological differences including:



Neurodivergence in Australia

Determining the exact number of neurodivergent individuals in Australia can be challenging. This is due to many factors including the broad spectrum of conditions, changes in diagnostic criteria over time, and the ability and desire for people to access diagnostic services.

These statistics highlight the importance of recognising and supporting neurodivergence in the workforce, as a significant portion of the population. By embracing neurodiversity, organisations can create more supportive, neuro-inclusive workplaces that can benefit everyone.

The number of neurodivergent people in Australia is estimated to be around

15-20%



The benefits of neurodiversity in the workplace

Neurodivergent employees often possess unique talents, such as exceptional creativity, problem-solving skills, attention to detail, and resilience. These qualities can offer significant benefits to workplaces.

Some of the benefits of employing neurodivergent employees and embracing neurodiversity in the workplace include:



Productivity and performance

Companies with neurodiverse teams see up to a 30% increase in productivity.



Innovation and creativity

Organisations that embrace neurodiversity report a 20% rise in innovation.



Workplace culture and staff retention

Companies that are inclusive are twice as likely to meet or exceed financial targets.

By understanding the strengths of neurodivergent individuals and recognising the value of neurodiversity in the workplace, organisations can harness the benefits of a neuro-inclusive workplace.

Learn more and access resources

To learn more about Neuro-inclusive Recruiting and access free downloadable resources visit the website:
neuroinclusiverecruiting.org.au/resources/

