

Neurodivergent Doesn't Mean...

People may be:

- ✓ ADHD
- ✓ Autistic
- ✓ Dyslexic
- ✓ Dyspraxic
- ✓ OCD
- ✓ Tourette syndrome
- ✓ Processing disorders
- ✓ And more.



EVERY PERSON IS DIFFERENT.

- Don't assume:
- X Lazy
- X Rude
- X Unmotivated
- X "Not a team player"



Ask yourself:
"Could there be another explanation?"

UNDERSTANDING YOUR NEURODIVERGENT COWORKER

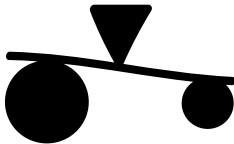
A pocket guide to being
easier to work with.

BIAS CHECK

Before getting frustrated, ask:

- ☐ Am I expecting everyone to communicate exactly like me?
- ☐ Am I confusing eye contact with honesty?
- ☐ Am I judging tone over content?
- ☐ Am I assuming speed equals competence?
- ☐ Am I expecting immediate verbal responses?

People communicate differently.
That's not disrespect.



BE CURIOUS, NOT JUDGMENTAL

The best accommodations usually
cost nothing:

- clearer communication
- flexibility
- patience
- respect



**YOU DON'T NEED TO
UNDERSTAND EVERYTHING**

You only need to respect it.

GOOD COWORKER CHECKLIST

- ☐ I don't diagnose people.
- ☐ I don't joke about disabilities.
- ☐ I don't assume intent.
- ☐ I ask instead of guessing.
- ☐ I believe people about their own experiences.

**PSYCHOLOGICAL SAFETY
MAKES BETTER TEAMS.**

What Actually Helps

- ✓ Give written instructions.
- ✓ Be specific.
- ✓ State deadlines clearly.
- ✓ Reduce unnecessary meetings.
- ✓ Give processing time.
- ✓ Explain changing priorities.
- ✓ Ask, 'How do you prefer feedback?'

Small changes help everyone.



YOU MIGHT SEE

- Not making eye contact
- Asking many questions
- Leaving a meeting
- Appearing blunt
- Fidgeting
- Silence
- Forgetting verbal instructions

THEY MIGHT BE EXPERIENCING

- Concentrating on what you're saying
- Trying to avoid misunderstandings
- Preventing sensory overload
- Prioritizing clarity over social subtext
- Self-regulating attention
- Processing information
- Working-memory overload

IF THEY'RE OVERWHELMED

They might:

- Go quiet
- Ask lots of questions
- Need to leave
- Forget words
- Become emotional



Usually this is stress, not disrespect.

ASK:

- "Would a few minutes help?"
- "Would you rather continue later?"



- ✓ "How can I make this easier?"
- ✓ "Would another format help?"
- ✓ "Take your time."
- ✓ "Want to write it instead?"

INSTEAD:



- ✗ Calm down.
- ✗ Everyone gets distracted.
- ✗ You don't seem autistic.
- ✗ Just try harder.
- ✗ That's just an excuse.

WHAT NOT TO SAY