

## Benefits of promoting Neurodiversity in the workplace

Making values of different learning and working styles

No stigma about (learning) differences

Fostering creativity, diverse perspectives, and understanding

Provision of tailored adjustments, thus driving equity

Tailored career journeys

More inclusive work environments



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Co-funded by  
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european  
dyslexia  
association

**Project number**  
**2021-1-IT01-KA220-VET-000033362**

*The project has been funded with support of the European Commission. The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the view solely of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.*



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# A Neurodiversity friendly workplace is beneficial for everyone.



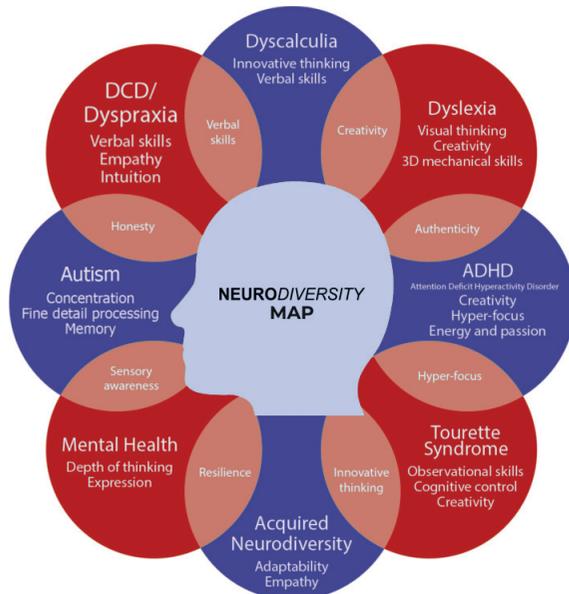
## What is Neurodiversity

Neurodiversity simply describes the natural variation in human brain functioning: it means that all humans are neurodiverse, because each one of us has a unique brain, comprised of our genetic heritage and cultural and experiential recordings.

In this wide variability of our brains, there are certain characteristics that seem to occur with some frequency in some people, so we can distinguish among:

**Neurodivergent** means a person's thought processes and behaviour moves away from or differs significantly from what is defined medically and in mainstream society as 'normal'.

**Neurotypical** refers to the absence of atypical thought or behavioural patterns. It involves socially acceptable neurocognitive functioning.



## Creating a supportive workplace

In European SMEs and microenterprises, management and career development practices, as well as workspaces, are primarily designed only with neurotypicals in mind, not for enhancing the talents and the well-being of neurodivergent people.

A great cultural work still remains to be done so that employees can see themselves and their colleagues as individuals bearing unique strengths, which companies can greatly benefit from.

**SMEs Human Resource management practices and work environment need to be rethought to become more inclusive and able to enhance staff talents, so that employees are supported in finding what they're good at.**



## Promoting Neurodiversity at work

Promoting Neurodiversity at work means valuing the individual differences of professionals, whether neurodivergent or neurotypical, understanding their preferred modes of working and adapting practices and environments accordingly, by specific adjustments.

As part of the ERASMUS + [Neurodiversity at Work project](#), we aim to support you in understanding Neurodiversity and in leveraging your strengths to increase your chances of success in the workplace.



If you want to know more visit our website



[www.neurodiverseworkplaces.eu](http://www.neurodiverseworkplaces.eu)



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