

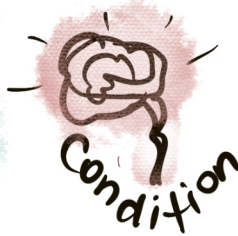


WHAT IS NEURODIVERSITY AND WHY SHOULD YOU CARE ABOUT IT?

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@Sparkleclass

Rachel is a neurodiversity consultant
AND she has autism & ADHD

What is neurodiversity?



- Dyslexia
- Dyspraxia
- ADHD
- Autism

Dyslexia
↓ sees shapes first
Creative insightful!!

Dyspraxia
(disconnect between brain & body)
↳ bump into things
↳ creative problem-solvers
↳ perseverant!!!

ADHD
↳ Can't remember what you just saw
• Type 1 → jumping around
• Type 2 → inattentive
Forgetful - distracted - messy
Creative!!! Hyperfocus



WHY SHOULD WE CARE?

↳ Inclusive! If you can change the world, then do it! Hire neuro diverse people!

BENEFITS

- Productivity
- They learn faster
- Adapting costs NOTHING!
- Universal accommodations help EVERYONE!
- Neurodiverse staff understand neurodiverse clients.

HOW TO DO IT RIGHT

- Rethink the rule book
 - fill in forms
 - in person interviews
- Don't set it & forget it!
 - check in!
- Taylor your approach
 - Every neurodiverse person
 - Every , every product is DIFFERENT!

Approach - learn - include
the right attitude!