

By following these six tips, supervisors can create a supportive and empowering environment that enables neurodivergent employees to thrive.

1. COMMUNICATE CLEARLY AND DIRECTLY



- Give unambiguous and detailed explanations.
- Provide both written and verbal instructions.
- Avoid interpreting body language through a neurotypical lens.

2. FOSTER A FLEXIBLE WORK ENVIRONMENT

- Provide reasonable accommodations like noise-canceling headphones, quiet spaces, or adjustable lighting.
- Allow flexible hours, remote work, or alternate schedules.



3. DEFINE EXPECTATIONS AND MANAGE WORKLOAD

- Break tasks into smaller, manageable steps.
- Communicate expected outcomes.
- Regularly check in to ensure employees are not overwhelmed and, as needed, adjust workloads.



4. PROVIDE CONSTRUCTIVE AND THOUGHTFUL FEEDBACK

- Focus on specific examples when offering feedback.
- Highlight strengths alongside areas for improvement.
- Ensure feedback is delivered privately and in a supportive manner.

5. RECOGNIZE AND CELEBRATE STRENGTHS AND EFFORTS



- Focus on the unique skills neurodivergent employees bring to the team.
- Acknowledge their achievements and highlight their contributions.
- Use a strengths-based approach to build confidence and morale.

6. BUILD A CULTURE OF EMPATHY AND RESPECT

- Educate yourself and your team about neurodivergence to foster understanding.
- Listen actively to the employee's concerns and adapt your behaviors accordingly.
- Model respect and inclusivity in all interactions.

