Cognassist

How to support neurodiverse employees

A guide to cognitive differences, understanding neurodiversity and breaking down barriers in the workplace.

Introduction

Roughly 1 in 7 people in the UK are neurodiverse.[1] However, this number ranges anywhere from 1 in 10 people[2] to 1 in 3 people.[3]

When we can't even agree on national statistics, we clearly have a problem.

Too many of us never get chance to understand how we think and learn, potentially never receiving the right support or receiving it far too late.

There's no doubt that neurodiversity at work is a trending topic for organisations, but the trend that employers should care about is the 33% increase in neurodiversity tribunals in the last 12 months.[4]

The increasing awareness of neurodiversity has helped many of us to rightly stand up for ourselves and exercise our rights to fair and equal treatment.

Employers that don't consider neurodiversity in their HR, learning and development (L&D) and managerial processes are at risk of failing to support a significant portion of their workforce and losing out on talent.

This handbook aims to give some guidance on how to support your neurodiverse employees – because believe us, you have them!

We'll give you insights into what it means to think differently, looking at some of the cognitive differences that neurodiverse individuals can experience. We'll also include tips to support neurodiversity in the workplace and how to identify and break down unintentional barriers within your organisation.

Embracing neurodiversity has so many benefits, and it can be transformative for individuals and organisations to create a working environment that nurtures diverse talent.

Contents

What does it mean to think differently?

We all have our own perspective on the world. Each of us think, learn and work in our own way.

Neurodiversity is a term often associated with diagnoses such as dyslexia, autism and ADHD – to name only a few.

But the differences that each of us can experience, even within the same diagnosis, vary from person to person.

However, there are some common differences that neurodiverse people can experience across specific areas, including:

- Cognitive differences
- Behavioural differences
- Personality differences
- Social differences

Neurodiverse individuals are also more likely to experience mental health issues[5], so it's important to be aware of how these differences can co-occur and compound the barriers that we face.

Cognitive differences, or cognitive diversity, is one of the most important areas of neurodiversity because it relates to how we process information, learn new skills and interact with the world around us.

The diversity of human thinking should be celebrated! We need different thinkers to offer creative solutions and new ways to approach many of the complex problems we are facing as a society.

In this way, neurodiversity is also a term with a social mission centred around removing the stigma and discrimination that many of us face because of our natural neurological differences.

Are you aware that dyslexics are disproportionately represented within entrepreneurship?

Roughly 10% of the **UK population** have dyslexia...

...compared to 20% of **UK entrepreneurs**[6]

Roughly 15% of the **American population** have dyslexia...

...compared to 35% of **American entrepreneurs**[7]

We hope these statistics are a very clear lesson in breaking down our preconceptions about neurodiversity and showing that these types of differences can be a competitive advantage.

Learning difficulties and other neurodiverse diagnoses do not prevent someone from achieving great things. Many people still have the mentality that neurodiverse people achieve success despite their differences when, really, they achieve because of them.

Of course, it doesn't mean that people won't need support along the way. The lack of early identification and support tools can directly affect a neurodiverse employee's confidence and personal development.

Someone can be perfectly capable of performing well at work but struggle with certain tasks or situations, which aren't suited to their way of thinking.

The situation leads people to think that they are bad at their job or that they will always struggle in certain areas. When, really, it's the approach and setting that needs changing, not the individual.

It also doesn't reflect what we know about the brain. We learn new information and perform very complex tasks every day of our lives, whether we realise it or not.

People who think differently and may struggle to fit into the workplace will be putting in a huge amount of effort without realising it. Part of this will be because of how they process information, which could be sensory information, rules around workplace etiquette or managing workload.

Historically, the workplace has taken a one size fits all approach, and those of us who struggle to fit into the traditional setting have been left behind.

That's why flexibility is key, and the business sector as a whole is acknowledging that making changes to foster diversity of thought is a core part of employee and business success. It can help to support and retain all staff, promote creative thinking and inspire innovative collaborations within your team and your entire cross-functional organisation.

Identifying some of these cognitive differences in the workplace can be transformative for employees.

And it helps us to become more understanding colleagues.

Cognitive diversity and team performance

Cognitive diversity is a well-established concept within the working world. Books have been written and research has been published that showcase why different thinking has immense benefits for your organisation.

> **Research has found that,** "Having the right amount of cognitive style diversity is important for team performance. Teams with too little cognitive diversity may lack the cognitive capacity to tackle tasks that require different ways of encoding and processing information[.]"[8]

In his book Rebel Ideas, Matthew Syed also makes the evidence-based argument that cognitive diversity leads to better decision making, "Exceptional individuals can make disastrous collective judgements when they lack cognitive diversity."[9]

But what nearly always gets missed out in this conversation is neurodiversity, which feels like a huge mistake and missed opportunity.

We can't talk about exceptional individuals without thinking of an autistic individual, who might have high levels of pattern-recognition and detail-oriented thinking.[10] Or an ADHD team member, who might be highly creative and can excel at achieving goal-oriented tasks and targets.[11]

As more high-profile people speak out about their experiences, it shows that neurodiverse individuals are high performers and offer specialist skills in multiple areas. Organisations can't hope to attract and retain this type of talent without understanding and embracing neurodiversity as part of their culture and investing in support for staff across all demographics.

Why does neurodiversity matter in your DE&I strategy?

Why does any aspect of DE&I matter? It is to ensure that more of us get the opportunities and treatment we deserve and to create equity or fairness between people who share a protected characteristic and people who do not share it.

Organisations don't just have business performance metrics; they have legal obligations and a duty to their staff.

For people less familiar with the protected characteristics outlined in the UK's Equality Act 2010, they are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Many countries around the world have similar legislation to protect these characteristics and the rights of individuals with these characteristics.

Neurodiversity fits under the disability category, although many neurodiverse individuals do not see themselves as having a disability. Instead, it is society and institutional systems that disable them. This viewpoint is called the social model of disability.

In Cognassist's work with educators across the UK, we have seen that with the right tools, support and adjustments, neurodiverse learners can achieve success alongside their peers.

It is our aim to achieve the same outcomes for employees in the working world and ensure that our workplaces are not disadvantaging individuals through unfair practices and inadequate support.

Every organisation is acutely aware of their responsibilities, but how do you ensure that every person in your organisation understands how to carry out these responsibilities?

Increasing awareness around neurodiversity and cognitive differences within your organisation can inform HR and DE&I practices. It also gives staff the confidence to have open conversations, work more effectively and raise concerns around discrimination should they arise.

But where do you start? Well, let's take a look at the big picture.

Check out our **Neurodiversity in the Workplace Masterclass** for a deeper dive into cognition and neurodiversity >

FREE to watch!

The human brain is the most complex system that we know of in the universe

Think about this statement for a second. In our immense, expanding universe, it is the organ inside your head that holds the greatest marvels and mysteries to modern science.

Is it any wonder that we're all so different when we're so full of complexity? There is no set standard or "normal" when it comes to the human mind.

Cognitive science is a discipline that studies the mind and the processes in our brain. The more we investigate, the more we realise that the differences we experience should not be depicted as deviations from a "normal" brain, but part of a normal distribution – a broad spectrum, if you like – that includes all our differences.

The wide range of our neurodiverse differences has also provided huge advantages to our species – ones that may have had evolutionary effects.[12]

Within the last one hundred years, we have discovered ways of understanding and measuring how we perceive, process, use and store information.

And at Cognassist, we want to help make cognitive science and the benefits it can bring more accessible to everyone, especially for those of us who may need help navigating the working world.

So let's take a look at types of cognitive differences that you can support in the workplace.

Onto the real science: breaking down cognitive differences

Don't worry, you don't need a PhD to understand this next part. We have a whole cognitive science team and an independent scientific advisory board to do that hard work for us!

We worked with a team of educational and neuropsychologists, alongside some leading psychometricians and data scientists, to design a cognitive assessment around nine specific domains and ensure our assessment is established within the gold standard of cognitive science and research.

We adapted the tasks featured in our assessment from paper-based counterparts and conducted rigorous validation, user testing and data analysis to build a hugely transformative digital assessment. Cognassist are also full members of the International Test Commission, a global association committed to the proper development and use of psychological assessments.

Cognitive assessments are evidence-based means of measuring cognitive differences and finding out what support a person may require to get the most out of their education, workplace or daily life.

Cognitive assessments often form part of the diagnosis process for specific learning difficulties, like dyslexia, as well as other neurodiverse diagnoses. These assessments focus on different cognitive abilities to find out which types of processing are naturally easier or harder for people, and therefore whether someone meets the threshold of a diagnosis. We would note here that further context and discussion with a trained specialist alongside this type of assessment is always required to receive a formal diagnosis.

Using digital cognitive assessments can measure differences across multiple cognitive domains at scale. Allowing organisations to quickly understand the diversity of their entire workforce and support a wide range of differences.

Some cognitive domains are about our ability to process a specific type of information, like written language or numerical concepts. Whereas, other domains are more about how we process that information, such as the speed at which we process information or our ability to ignore irrelevant information.

These cognitive domains exist on many spectrums, and they can relate to broader abilities like memory, attention or language and numbers.

But each of the domains "represent greater specialisations of abilities, often in quite specific ways that reflect the effects of experience and learning, or the adoption of particular strategies of performance[.]"[13]

Even everyday tasks like catching a train or cooking a meal require multiple domains, all working at the same time. Therefore, understanding these domains in the working environment can help you implement practical changes that support different ways of thinking more easily.

We are all naturally stronger in some domains than others, whether we see ourselves as neurodiverse or not. Your cognitive profile represents a map of how you process information.

However, neurodiverse individuals may see greater differences in their profile, with areas of high performance and more noticeable areas to develop – sometimes known as spikiness or a spiky profile.

At Cognassist, we use a Diversity Index, which tells us how diverse someone's cognition is and how different their profile is compared to our entire dataset, which now has over 180,000 people! You might find that you're more of a generalist, with a flatter profile, or you might be a diverse thinker, with a spiky profile.

FREE

Claim your **exclusive free trial** of the assessment, and discover the power of cognition.

ACCESS NOW >

The point of understanding your cognitive profile is to discover more about yourself and recognise ways to sustainably encourage your progression and career journey.

If we struggle in a specific domain, we can often rely on our strengths in other ones to help us complete tasks that we find more challenging. Knowing where our differences and strengths lie can give us a greater understanding of how we think, learn and work as individuals.

Staying true to a scientific model of the mind is hugely important to Cognassist because it means we can take a much more evidence-based approach to helping people and seeing that neurodiverse talent receive support that works for them in the workplace.

Hopefully, you can see how this understanding would benefit your organisation and employees to increase performance and drive inclusivity. Our assessment can inform workplace needs assessment but also create a personalised approach to internal learning and development.

Cognassist offers plenty of resources to break down your assessment, what your results mean and how you can use them to make change in your organisation through our platform.

And we've distilled our experts' knowledge to offer you this free resource, with best practice tips for supporting neurodiverse employees backed by cognitive science.

The cognitive domains

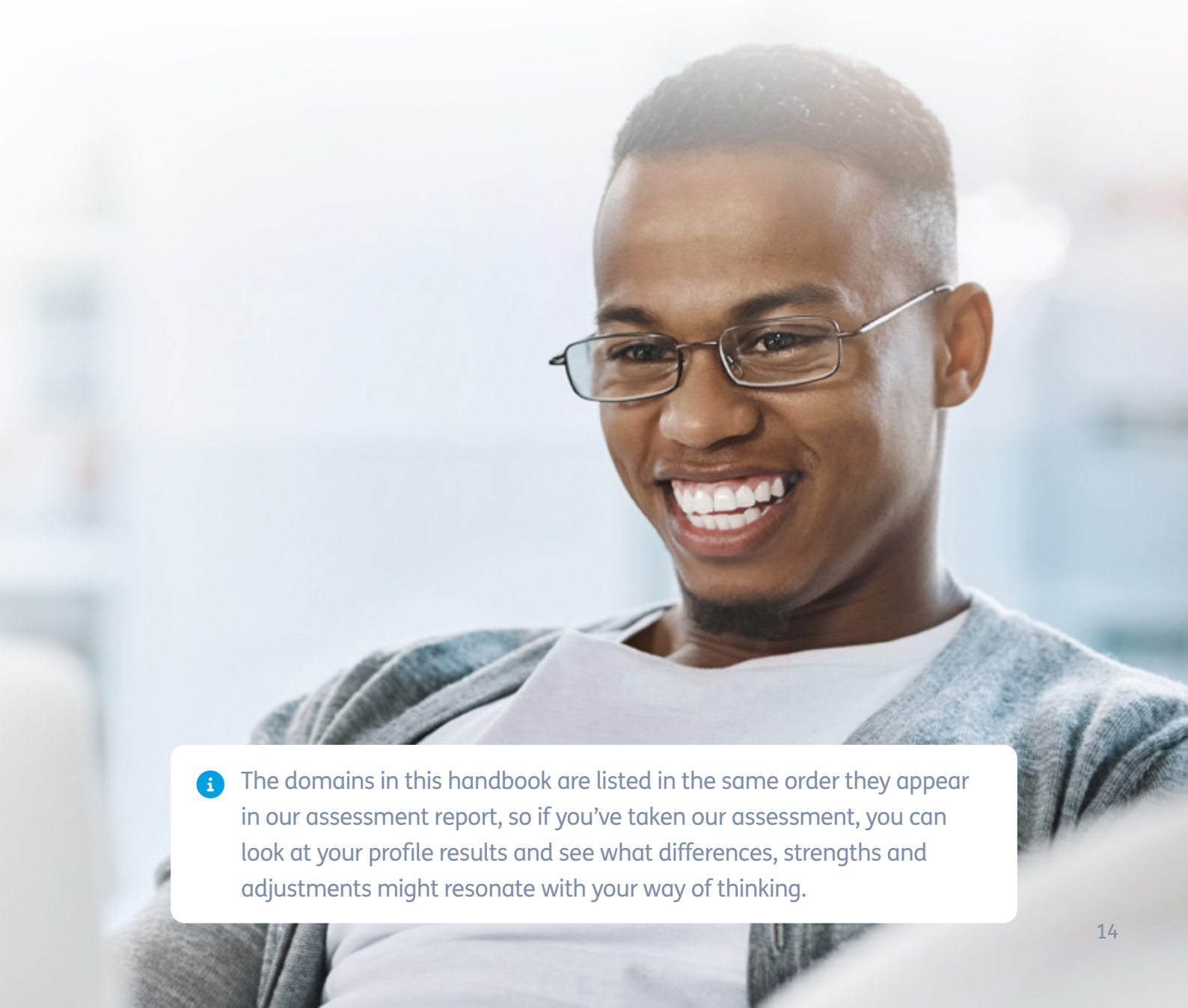
What can you expect?

01 An explanation of each cognitive domain.

02 Common differences that may identify development areas in each domain.

03 Ways to work to your strengths in each domain

04 Top workplace adjustments for supporting employees



The domains in this handbook are listed in the same order they appear in our assessment report, so if you've taken our assessment, you can look at your profile results and see what differences, strengths and adjustments might resonate with your way of thinking.

Verbal reasoning

Our ability to reason and use logic is something all of us rely on to learn new skills and solve problems at work.

Verbal reasoning is about taking the information we learn to form conclusions, solutions or ideas.

> "These mental operations may include forming and recognising concepts, perceiving relationships among patterns, drawing inferences, comprehending implications, problem solving, extrapolating, and reorganising or transforming information."[14]

These are all vital processes that affect performance in the workplace.

A development area in verbal reasoning can create differences, like:

- Difficulty applying skills that we have learned to situations in a different context
- Being slower to use our knowledge to solve new problems
- Feeling unsure how to apply and use new information
- Being less able to predict future consequences of our current actions

If verbal reasoning is a strength, you can:

- Rely more on verbally explaining your ideas in the moment or "think with words"
- Work with colleagues to help conceptualise ideas and support conversations around problem solving
- Use the Socratic Method, creating a dialogue of question and answer, to foster you and your team's critical thinking skills

Our top three supporting workplace adjustments

01 Connect new information or ideas to prior knowledge or situations

02 Repeat information but rephrase it slightly differently each time

03 Discuss similarities and differences between ideas or approaches

Numeracy

Our numeracy skills often get reduced down to our ability to do sums in our head and wondering why we studied algebra at school when we never use it.

Numeracy is, however, very useful throughout our lives. This domain is also the most relevant to dyscalculia. It's important to note that dyscalculia and dyslexia often go hand in hand, and you may need to provide support for both diagnoses.

Numeracy encompasses everything we perceive about quantitative information, including:

- Recognising patterns
- Making decisions based on weighing risks
- Ranking information
- Ratios and numerical comparisons
- Scoring metrics
- Timekeeping and time management
- Finance and budgeting

Numeracy informs some of the fundamental skills of working life. Our numeracy ability can also help us to understand working memory, which is how we store and use information in the moment.

Think of working memory as a mental workspace. When we do calculations in our head, we're storing numbers in our mental workspace to come up with an answer to our calculations. We use this type of thinking in most of our goal-directed tasks.

A development area in numeracy can create differences, like:

- Feeling anxious about mathematical topics and avoiding these subjects
- Being consistently late for work or meetings – poor time management skills
- More difficulty with quantitative problem solving or comparative analysis
- Going into panic mode when confronted with data, Excel documents and budgeting

If numeracy is a strength, you can:

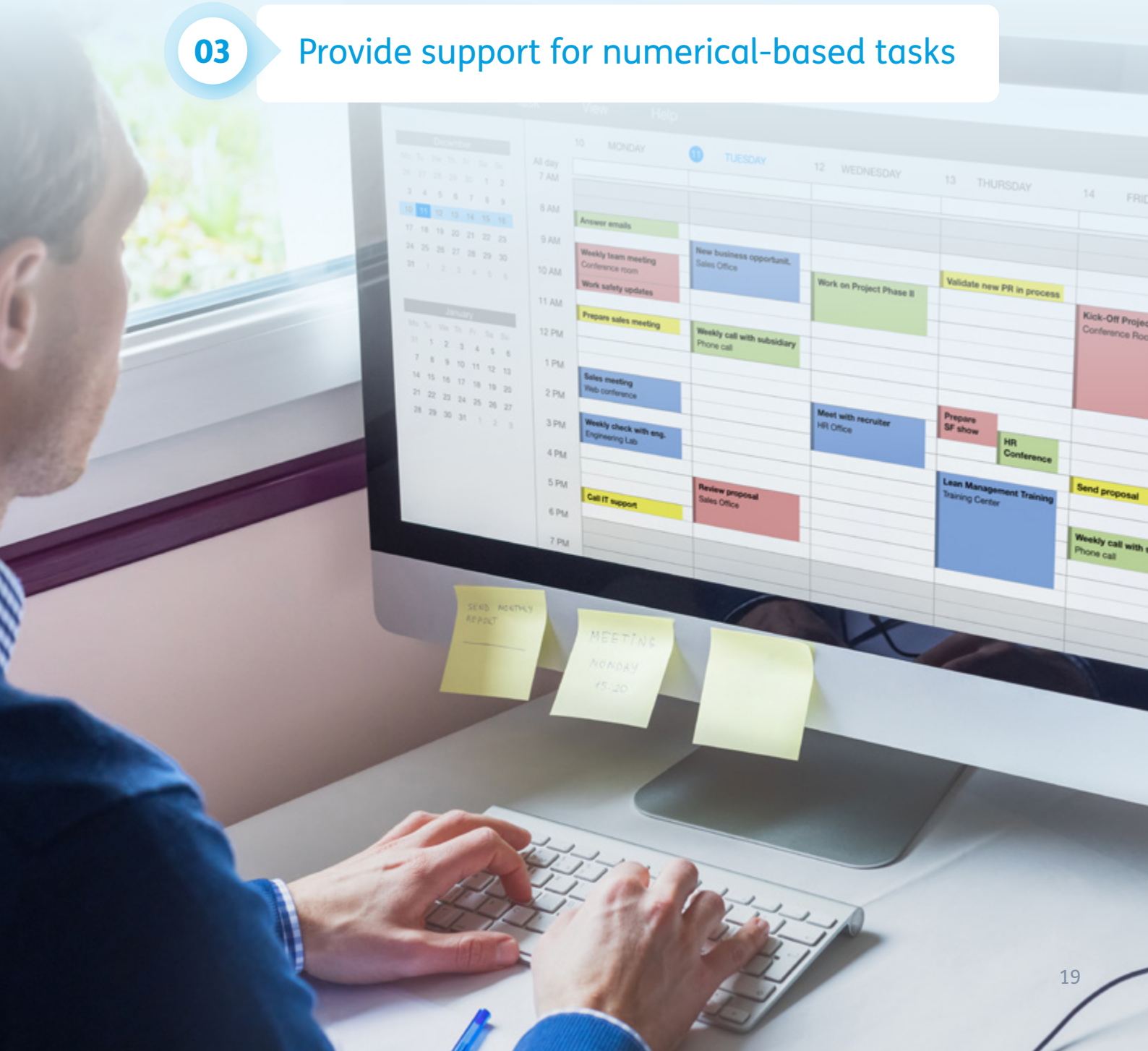
- Apply mathematical or deductive logic to help you solve problems
- Try out “Fermi thinking” (also known as “Fermi problems”) to estimate and help you navigate uncertainty
- Play around with Excel or spreadsheet software for everyday planning and organising as well as budgeting and calculations
- Offer to help colleagues with budgeting, finance or other numerical processes, tasks or questions

Our top three supporting workplace adjustments

01 Prioritise tasks in advance

02 Estimate how long tasks will take and set clear deadlines

03 Provide support for numerical-based tasks



Executive function

Executive function covers a range of processes that allow us to perform some of our more complex cognitive tasks, like maintaining concentration, reasoning, analysis and multitasking. These are clearly vital skills for the modern workplace.

A development area in executive function can create differences, like:

- Consistent trouble focusing attention
- Difficulty identifying and communicating exactly what it is about a subject or task that we find more challenging
- Being easily distracted
- Problems with prioritising or working to multiple deadlines

If executive function is a strength, you can:

- Utilise your organisational and planning skills across your team and to manage larger projects
- Help keep your team on track when working to multiple deadlines or help manage wider operations
- Use this domain to plan out and prioritise more difficult tasks
- Take a role in any change management schemes to help support your team and familiarise others with changes that you may adapt to more easily

People who experience ADHD might already be familiar with executive function, as it is the scientific name for attentional processes and other self-regulating skills that are commonly different in ADHD.

But some measures of executive function, like in the Cognassist assessment, also measure cognitive flexibility, one of the top 10 skills of 2025 according to the world economic forum.[15]

Dealing with change is never easy, but it is crucial that we build ways to help people adapt to changing environments, rather than simply expect it of people; otherwise, companies are going to find it harder and harder to retain staff.

Meaning that neurodiverse individuals, including some people with autism who might find it naturally harder to adapt to change, will continue to be disadvantaged.

Our top three supporting workplace adjustments

01 Spend more time on planning

02 Set realistic goals

03 Practice ways of focusing attention

Verbal memory

Verbal memory is a type of long-term memory involved in remembering and recalling spoken or written information. It also includes our internal spoken thoughts.

> "Although the word long-term frequently carries with it the connotation of days, weeks, months, and years in the clinical literature, long-term storage processes can begin within a few minutes or hours of performing a task."[16]

A development area in verbal memory can create differences, like:

- Being asked to do something more than once
- Losing concentration during tasks or forgetting what we should be doing
- Taking longer to memorise information or review work for reporting
- Finding it hard to answer questions on the spot
- Feeling easily overwhelmed with too much information

If verbal memory is a strength, you can:

- Improve your understanding of workplace situations or procedures by reading and writing about them in your own words
- Listen in meetings and write notes afterwards to prevent splitting your attention, as you're more likely to remember this information later on
- Help other team members by documenting processes, taking minutes and summarising conversations or tasks to collaborate with your team
- Use this domain when learning new practical skills or learning how to use equipment by verbalising what you're doing to facilitate the learning process

For organisations that do not have access to cognitive assessments, individuals may be less empowered to understand their strengths and may tend to focus on the areas where they struggle.

And the types of difficulties we're speaking about can cause a great deal of frustration for individuals, which could create friction with managers. But this behaviour is not always intentional.

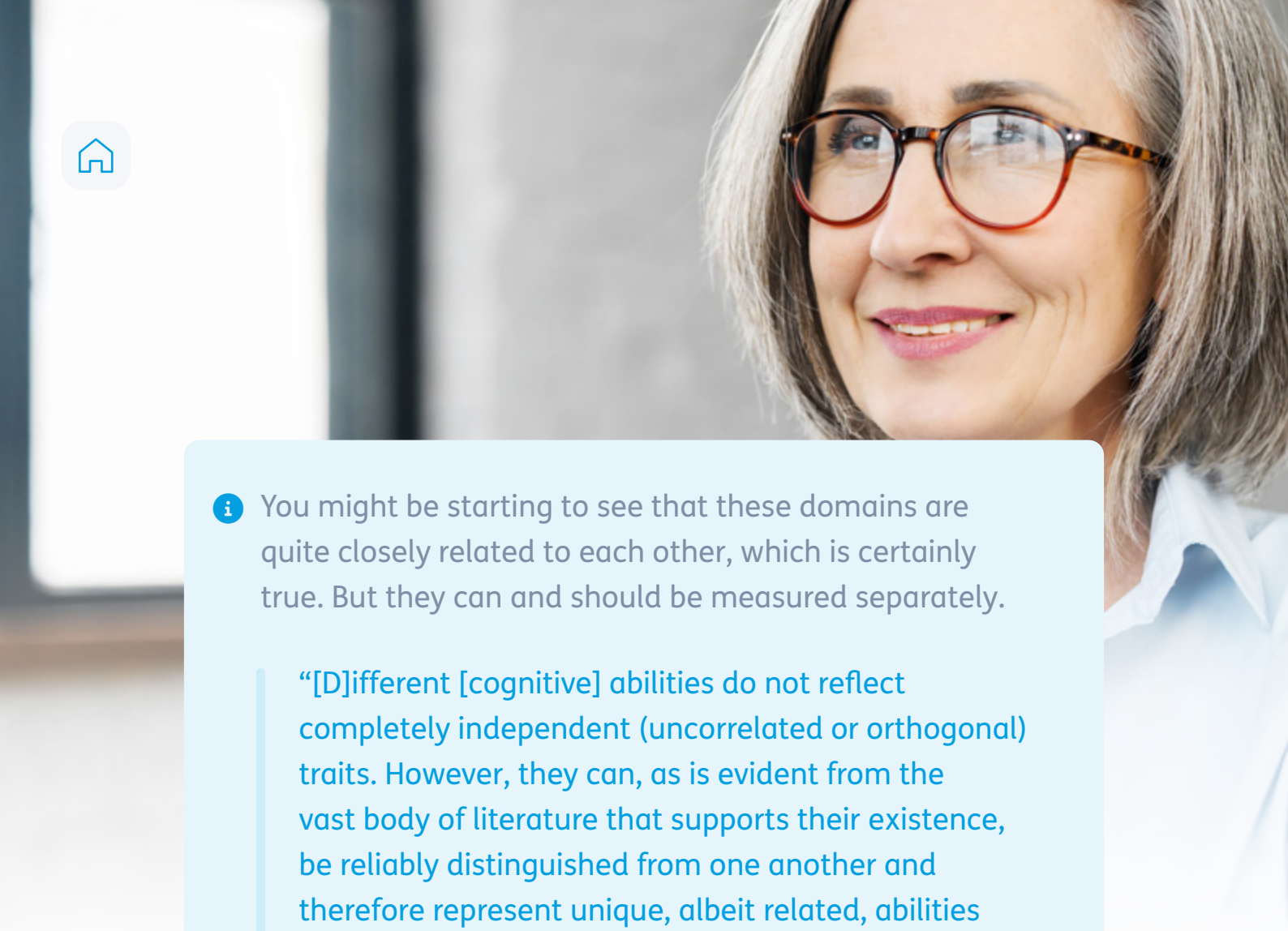
Providing employees with a different approach, based on their strengths, can help them to thrive and overcome certain difficulties.

Our top three supporting workplace adjustments

01 Break down tasks and present information in small chunks

02 Repeat information and summarise requirements for each task or skill

03 Provide supporting visual cues, directions or instructions



You might be starting to see that these domains are quite closely related to each other, which is certainly true. But they can and should be measured separately.

> "[D]ifferent [cognitive] abilities do not reflect completely independent (uncorrelated or orthogonal) traits. However, they can, as is evident from the vast body of literature that supports their existence, be reliably distinguished from one another and therefore represent unique, albeit related, abilities (Keith & Reynolds, 2012)."[17]

As we mentioned previously, we never use just one domain for everyday tasks, so it makes sense that these domains can work in similar ways to be able to function at the same time. And all this goes on in our brain without us even knowing it!

In fact, most of the processing in our brain is beyond our conscious control. Just like an algorithm in our web browser that brings up suggestions for related searches – most people have no idea how they work, but we still see the "If you like this, then you may like..." results appear.

And because much of our information processing is unconscious, we often don't notice the impact it has on our abilities to navigate the working environment.

Visual information processing speed

The speed at which we process information is obviously hugely relevant in a workplace setting when you and your colleagues' |time is the most important asset and you're working in ever-changing environments.

> "Many cognitive activities require a person's deliberate efforts and people are limited in the amount of effort they can allocate. In the face of limited processing resources, the speed of processing is critical because it determines in part how rapidly limited resources can be reallocated to other cognitive tasks."[16]

A development area in visual information processing speed can create differences, like:

- Problems with writing notes and listening at the same time
- Slowed reactions to new information or sudden changes
- Feeling anxious and overwhelmed about completing short-notice projects
- Difficulty having conversations or responding to direct correspondences

If visual information processing speed is a strength, you can:

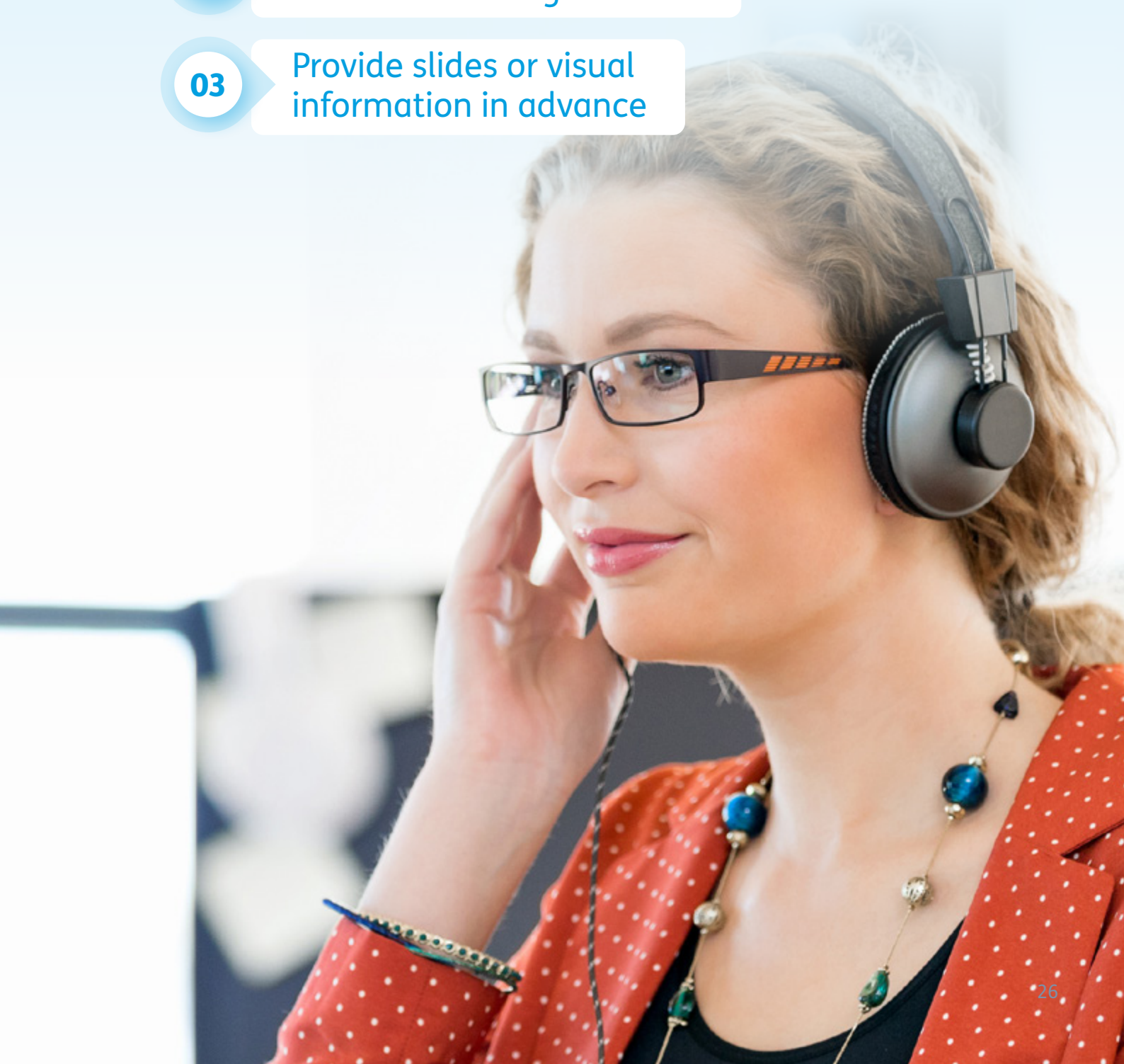
- Quickly process visual information and work with colleagues to react more swiftly to changes
- Help out with fault or error detection, which involves quickly processing lots of different types of information
- Use your processing efficiency to learn new tasks quickly
- Support colleagues with learning new visual-based or physical processes

Our top three supporting workplace adjustments

01 Extra time

02 Suggest reading scribe or audio note taking software

03 Provide slides or visual information in advance



Non-Verbal memory

This domain encompasses our ability to process and remember visual information. For example, remembering faces, recognising objects or visual information in multiple situations or different perspectives, becoming familiar with visual-based tasks over time, recall of events and sense of direction.

We all recognise the terms short-term and long-term memory, but not all of us may realise that we actually have different domains for remembering different types of information.

> "Visual processing is the ability to generate, perceive, analyse, synthesise, store, retrieve, manipulate, transform, and think with visual patterns and stimuli, or more succinctly, 'the ability to make use of simulated mental imagery to solve problems'[.]"[16]

A development area in non-verbal memory can create differences, like:

- Finding it hard to understand and visualise abstract concepts
- Being less likely to remember how to do tasks we've already completed once
- Navigating new situations, especially with unfamiliar people, can be distressing or cause anxiety
- If a meeting room or training location is changed, it might be difficult to find the new location or turn up on time

If non-verbal memory is a strength, you can:

- Include visual diagrams or visualisation techniques in your notes and planning
- Use visual encoding strategies, like colour coding, mind mapping or mind palace (it's a real thing!)
- Support with abstract problem solving to reframe a question you're trying to answer
- Help others navigate your work environment (whether this is an office, work site or cloud-based remote environments) and show them where they can find useful information or tools that they need to do their job

It is crucial to identify what support employees will need as early in their role as possible and what strengths we can utilise in the workplace. We recommend doing this as part of the onboarding process.

Something as simple as a conversation with the employee can help us to discover if they require any flexibilities, what way they prefer to work or if feel like they have strengths they can use to support their colleagues in specific areas.

Our top three supporting workplace adjustments

01 Create workplace mentors

02 Encourage greater familiarity with your internal structure and procedures

03 Clearly outline learning objectives or outcomes

Reading decoding

Reading decoding looks at the practical act of reading and writing.

Measuring reading decoding can be highly effective at identifying dyslexia in adults because it is about translating the letters on the page into meaningful language, but any diagnosis requires further consultation with a specialist.

For example, for some individuals with dyslexia, reading a book could be like trying to crack cypher or encrypted message. Many adults with dyslexia will have developed their own coping strategies over the years, and this example doesn't mean that everyone with dyslexia will struggle with reading decoding. Even if you have a development area in reading decoding, you may not have dyslexia.

Any support for the individual should be based on a case by case basis, with an open conversation about what could work best for that employee without making assumptions about their abilities.

A development area in reading decoding can create differences, like:

- Grammatical and spelling errors in their work
- Avoidance of reading tasks or filling out forms
- Mixing up words
- May prefer visual tools and diagrams or explaining ideas through analogy

If reading decoding is a strength, you can:

- Identify errors in writing more easily
- Pick out key information in larger documents
- Help to create or maintain a company-wide style guide, including preferred spellings and grammar rules, or sub-edit written work in your organisation
- Understand stresses and intonation more easily when reading or speaking, helping overall communication skills

Our top three supporting workplace adjustments

01 Assistive technology

02 Record meetings or important communications

03 Incorporate visual communication and reporting tools into an employee's duties

Visual Perception

Our visual perception allows us to organise information we're seeing and interpret it accurately.

It involves things like hand/eye coordination, copying information, mental visualisation and abstract problem solving.

> "The ability to perceive complex patterns and mentally simulate how they might look when transformed[.]"[16]

Our visual perception can also affect our non-verbal memory, as the information we see, however we interpret it, is then committed to memory.

An employee can have 20/20 vision and still experience difficulties processing visual information because it's about how our brain processes the information, rather than our eyes.

A development area in visual perception can create differences, like:

- Copying or interpreting visual information incorrectly
- Difficulty when solving conceptual or abstract visual problems
- Less accuracy repeating tasks that have been demonstrated
- Difficulty to mentally visualise completing tasks, learning new skills or achieving certain goals

If visual perception is a strength, you can:

- Focus on visualising problems in a more physical or spatial way through mental visualisation or drawing tools
- More easily notice small changes, hazards or discrepancies in your working environment
- Use more visual-based ways of working – flow charts, mind maps and diagrams
- Share your visual-based ways of thinking with colleagues to help communicate your ideas and goals

Our top three supporting workplace adjustments

01 Accompany visual information with a verbal explanation

02 Avoid presenting too much visual information

03 Encourage discussions

Literacy

Literacy is very closely tied to reading decoding. However, this domain is less about the practical act of reading and writing and is more closely tied to our vocabulary and reading comprehension.

Literacy encompasses everything we perceive about language, including:

- Vocabulary
- Language processing power and speed
- Reading comprehension
- Listening and speaking
- Understanding and following instructions
- Discussing and explaining ideas with clarity
- Spelling and grammar

Every job role requires us to use and process language day to day.

People who experience dyslexia are likely to notice some reading, spelling or writing difficulties in the workplace that can be supported through workplace assessment and reasonable adjustments.

A development area in literacy can create differences, like:

- Having a more limited vocabulary
- Being less willing to participate in meetings or conversations
- Trouble following instructions, especially if they involve technical or obscure terms
- Glossing over words we don't know, rather than looking it up to increase our vocabulary

If literacy is a strength, you can:

- Choose to write down ideas to communicate them more effectively
- Do background reading or research on new tasks or to help you solve problems
- Offer to review written work for your colleagues
- Adapt your vocabulary based on the situation and use this domain to become an effective communicator

Our top three supporting workplace adjustments

01 Provide a glossary of terms

02 Support employees in their writing tasks

03 Keep internal communications short and to the point

Embracing neurodiversity

This handbook is full of simple ideas on how to make your organisation more flexible and support cognitive differences in the workplace.

Understanding the cognitive diversity of people and how we can help each individual to thrive at work builds a genuinely personalised employee journey – a journey that recognises our strengths and development areas to help people reach their full potential.

More and more, the business world understands that neurodiversity can be an advantage within teams. Just because someone experiences differences within certain cognitive domains, doesn't mean they are less capable of doing their job or achieving professional success.

Our CEO is dyslexic and has founded four companies – we shouldn't place any limit on what neurodiverse people can achieve.

One thing that's important to acknowledge is we've talked a lot about how you can support neurodiverse employees, but these strategies and cognitive domains apply to everyone.

Think about yourself and your colleagues. What can you do to support your team and encourage diverse recruitment?

The journey to embracing neurodiversity is one we take together.

Identifying the things that you struggle with and the coping mechanisms you use in your daily life can help to start the conversations with your team and create an honest conversation around what adjustments can help support a more diverse workforce.

At Cognassist, we continue to work alongside some incredible industry professionals and scientific minds to help change the way we work and increase the level of insight our cognition technology provides as the science itself progresses.

To help growing numbers of organisations level up their DE&I strategy, improve employee satisfaction and break down barriers in the workplace. To make sure every diverse mind can thrive.

Why Cognassist?

- Drive cognitive awareness throughout the workforce
- Build good managers into great leaders
- Create cognitively personalised HR processes
- Measure and demonstrate progressive neuro-inclusion

Helpful resources

Great minds don't think alike >

How do we learn? >

Product guide >

Contact our sales team today to find out how Cognassist can help your organisation:

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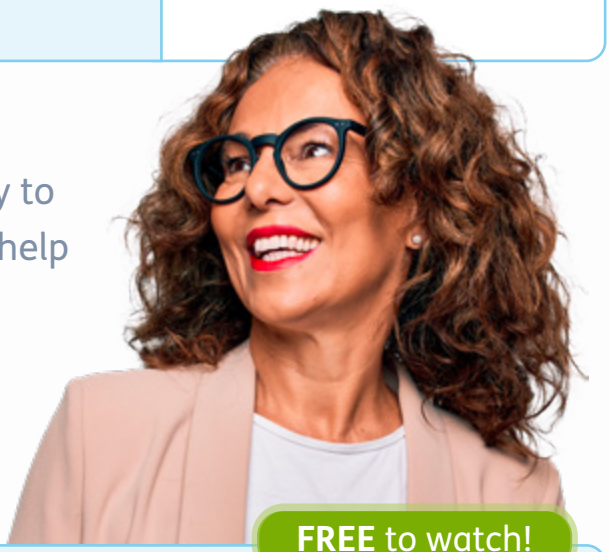

FREE to watch!

Check out our **Neurodiversity in the Workplace Masterclass** for a deeper dive into cognition and neurodiversity >

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Contact the training team directly at
sales@cognassist.com

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