### How to demystify neurodiversity and mental health in the workplace: part 2

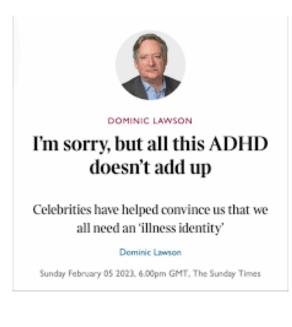
### Identifying and supporting staff who do not have a diagnosis

Kate Dean, Enable Disability and Inclusion Consultants



# Identifying and Supporting Staff who do not have a diagnosis

Removing barriers to high performance through meaningful inclusion



Adult ADHD Is the Wild West of Psychiatry

Neurodiversity in the media

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DR MAX PEMBERTON: ADHD is the latest 'must-have' mental health condition. But according to the test, I've got it too - ludicrous!

People self-diagnosing ADHD and autism 'overwhelm services'

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Joe Wicks blames ultra-processed junk for explosion of children with ADHD as he reveals he 'ran on sugar' as a kid and thinks his love of Sunny Delight, Wagon Wheels and jam sandwiches caused his 'behavioural issues'



Rise of autism makes diagnosis 'meaningless'

Katle Gibbons Tuesday September 28 2021, 12.01am, The Times

A diagnosis of autism has become meaningless, one scientist has claimed, after the number of new cases rose by 787 per cent in two decades.

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#### **Busting Myths and Misconceptions**

ADHD is not about an inability to concentrate or sit still



Dyslexia is not just about reading and writing

Neurodivergence is not related to intelligence We are not all on the spectrum somewhere

Dyspraxia is not just about being clumsy



"Neurodiversity may be every bit as crucial for the human race as biodiversity is for life in general. Who can say what form of wiring will be best at any given moment?"

Harvey Blume, The Atlantic 1998



## What is **Neurodiversity?**

- Recognising and celebrating that we all think differently
- Neurodiversity is an 'umbrella term' for cognitive differences
- 80% of the population are neurotypical
- 20% are neurodivergent





#### Neurodiversity...

- ADHD
- Autism
- Dyslexia
- Dyspraxia
- Dysgraphia
- Dyscalculia
- Tourette's
- Acquired neurodivergence
- Mental Health Conditions





#### Neurodiversity and Mental Health

- MH challenges are part of Neurodivergence
- MH conditions can co-occur
- Misdiagnosis/route to diagnosis
- Young ADHDers are 8.5x more likely to self harm
- Up to 73% of those who have ADHD / autism experience with mental ill health at some point
- 25% of deaths by suicide by autistic/ADHD young people
- Autistic people are up to seven times more likely to die by suicide than the general population





#### Why don't people share?

- We ask people to disclose
- Fear, stigma and judgement
- Raised in a deficit model
- Don't identify as being disabled
- Don't feel 'disabled enough'
- Sat in a waiting list nothing to tell at this stage
- Masking / suppressing
- Implications of sharing
- Lack of knowledge and understanding



#### **Encourage people to share**

- Share or declare not disclose
- Take the fear out of it reassure and make a supportive process
- Talk about it awareness days
- Clarify what a disability is
- Make it part of induction and onboarding
- Senior role models
- Staff networks / Employee Resource Groups
- Training and resources for managers and HR/People teams



## **Removing barriers in the workplace**



### Adjustments you can anticipate

Flexible working hours and location	Establish communication preferences	Make the unknown, known	Accessible meetings e.g. walking meetings, stick to time and agenda
Diagrams, flowcharts, timelines, visual representations	Be mindful of the environment	Explain unwritten rules and expectations	Technology to increase participation
Time to process information	Information backed up in writing or permit to record	Awareness around interaction on video calls	Ask, observe and learn



#### How to start the conversation

- Talent Attraction / Recruitment process –create a safe space for people to share
- Onboarding 'what can I do to support you to be at your best?'
- 1:1s, PDRs, appraisals, 'I've noticed...', 'would it help if...'
- Talk about neurodiversity at team meetings/ projects to explore neuroinclusion





### What not to say....

- Do you think you might be....?
- We're all a little bit autistic
- We're all on the spectrum somewhere
- You can't tell / you don't look it
- We all feel anxious sometimes

**Remember** we are all individual, no one size fits all!







Removing barriers to high performance through meaningful inclusion

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