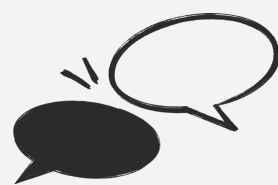


# NEURODIVERGENCE:

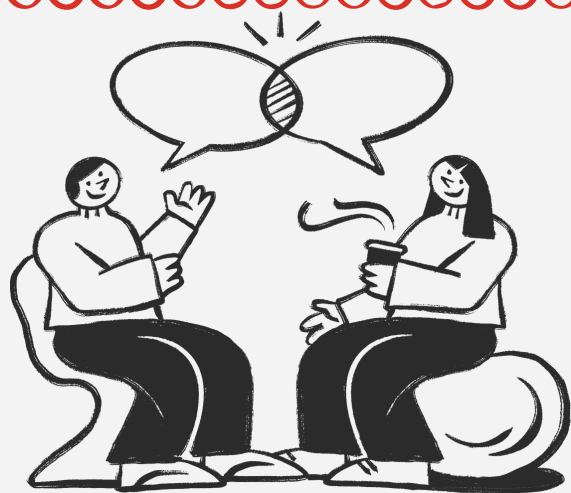
## WAYS TO IMPROVE



# COMMUNICATION SKILLS



## Educate yourself & your team



Learn about neurodiversity and the specific conditions that may be present in your workforce. Understand that neurodiverse individuals have unique strengths and challenges.

## Individualized Approach

Recognize that not all neurodiverse employees are the same. Each person may have different needs and preferences. Take time to understand each individual's communication style and adapt accordingly.



## Clear & Explicit Communication

Use clear, concise language when giving instructions or providing feedback. Avoid using figurative language or idioms, as these can be confusing for some neurodiverse individuals.

## Visual Aids & Written Communication

Visual aids, charts, diagrams, and written instructions can be very helpful for neurodiverse employees. Consider using them to supplement verbal communication.



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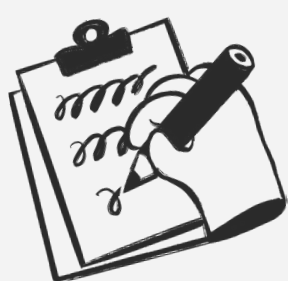
## WAYS TO IMPROVE



# COMMUNICATION SKILLS



## Structured & Predictable Environment

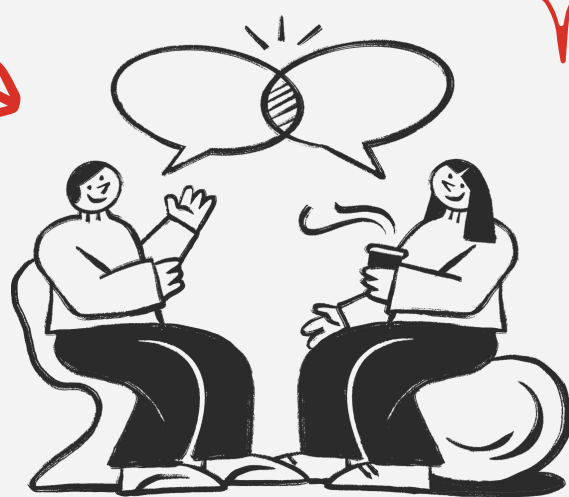


Provide a structured and predictable work environment whenever possible. Routine and consistency can reduce anxiety and improve communication for many neurodiverse individuals.

## Active Listening



Practice active listening skills, which include maintaining eye contact (if comfortable for the individual), nodding, and providing feedback to show that you are engaged in the conversation.



## Feedback & Clarification

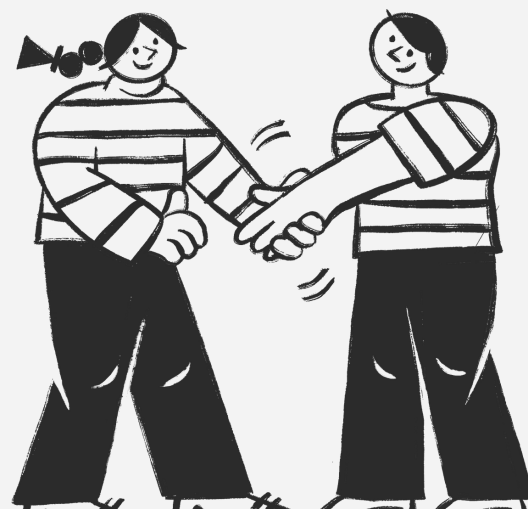


Encourage neurodiverse employees to ask for clarification if they don't understand something. Offer constructive feedback in a supportive and non-judgmental manner.

## Empathy & Patience



Show empathy and patience in your interactions. Understand that some neurodiverse individuals may take longer to process information or respond to social cues.



# NEURODIVERGENCE:

## WAYS TO IMPROVE

# COMMUNICATION SKILLS



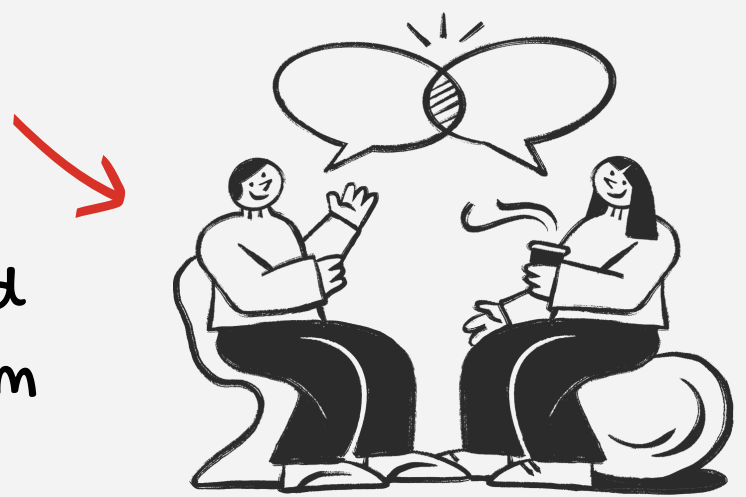
### Training & Awareness



Provide training and awareness programs for your entire team to foster a more inclusive workplace culture. Encourage open discussions about neurodiversity and communication.

### Feedback & Collaboration:

Regularly seek feedback from neurodiverse employees about their communication needs and experiences. Involve them in discussions about improving workplace communication.



### Reasonable Accommodations

Be willing to make reasonable accommodations as required by law and based on individual needs. This may include adjustments to workspace, work hours, or communication methods.

### Promote Inclusivity

Create an inclusive culture where diversity is valued and respected. Encourage all employees to be supportive and respectful of each other's differences.

