

Work

with you from challenge to strength



Optimising potential in the workplace Utilising neurodiversity

Many neurodiverse individuals find their working life and career to be significantly impacted by the challenging aspects of neurodiversity. This increases, in turn, work related stress, mental health difficulties and relationship issues, as well as directly impacting workplace performance

If this is something which you struggle with, I will work collaboratively with you to better understand your unique workplace challenges, empowering and coaching you towards achieving your potential, taking a neurodiversity-affirmative approach.

The initial appointment(s) aim(s) to:

- Identify your personal and work-related strengths and challenges, through use of specific assessment tools and questionnaires
- Support you to determine work related goals and develop a plan to achieve these

Programme content outline:

- Based on common challenges experienced in the workplace
- Provides information on how OT can help you (advice on workplace adjustments, practical skills development, and strategies to manage workplace demands)
- To be personalised from topic ideas and identified plan

Helping you
identify your
strengths

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Topic 1 – Sensory differences in the workplace

- Your sensory profile - understanding sensory differences (use of self-rating questionnaire, and specific traits)
- The workplace environment (supports and challenges)
- Environmental adjustments (e.g. lighting, noise, distractions, temperature)
- Strategies to manage sensory differences during the working day

Topic 2 - Employment law

- The Equality Act (2010) – knowing what your rights are and how the law supports you
- Reasonable adjustments - what this means and limitations

Topic 3 – Workplace support

- Identifying adjustments (e.g., flexible working/home working)
- Environmental adjustments
- Work adjustments (matching tasks to strengths and getting through the challenges)
- Supports in the workplace (support and advice for managers)

Access to Work:

If you have a long-term health condition (including a diagnosis of ADHD or ASC) you may be able to access a grant through the Access to Work Scheme, to cover costs for workplace support/adjustments. You can apply through self-referral <https://www.gov.uk/access-to-work>.

