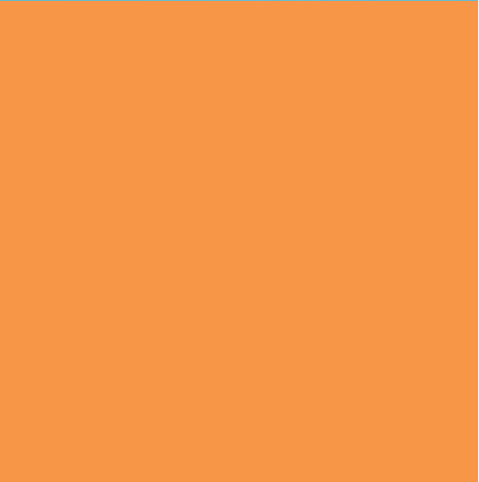
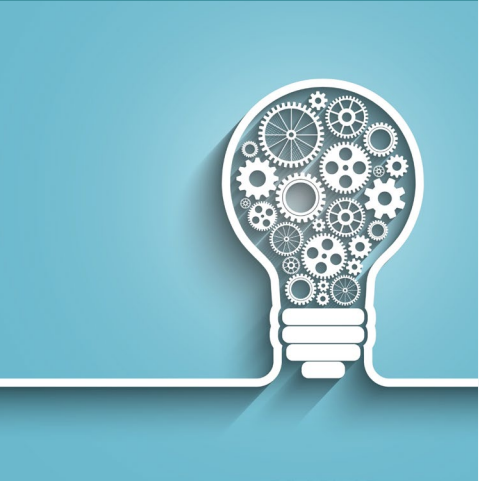
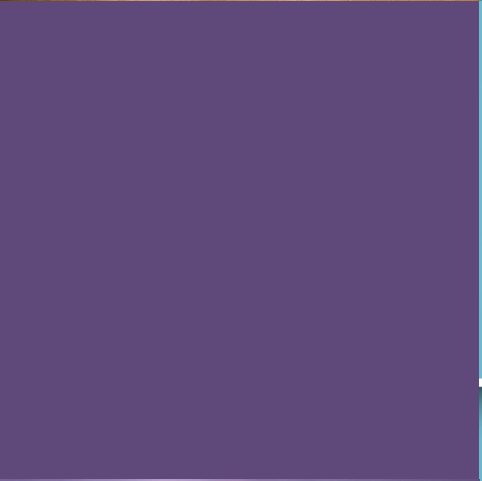


# Neurodiversity Support

For individuals, front line workers,  
organisations...

...and why you need all three!



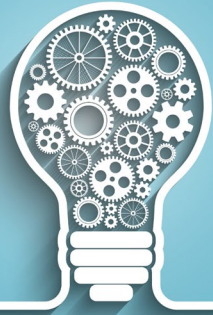


# Jess Sollom

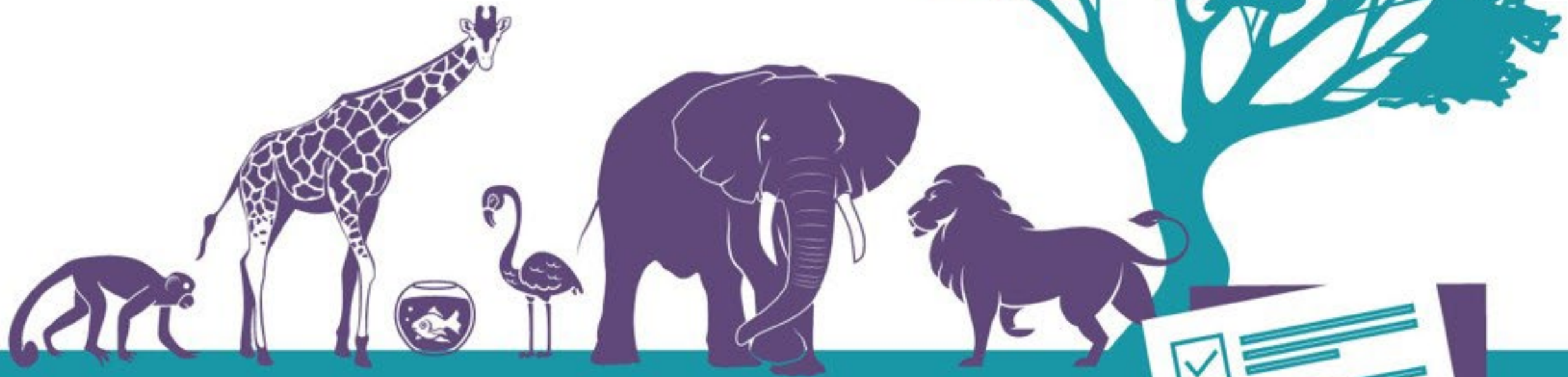
Employability Team Leader  
Trainee Occupational Psychologist

# Genius Within

- ❖ On our Criminal Justice (CF03) project only Genius Within achieved employment targets **2 years prior** to the contract end
- ❖ Only **3%** of these clients reoffended compared to the **national average of 72%**
- ❖ Independent Personalised Employment Support project (IPES) – Sustained job outcomes are **3x the national average**
- ❖ National Lottery funded (BBO) – Job outcome rate is **6x national average**
- ❖ We work with over **3000 businesses per year** – Neurodiversity is popular!
- ❖ Our corporate customers report a **47% improvement** in performance following in-work support



For a fair selection, everybody  
has to take the same exam:

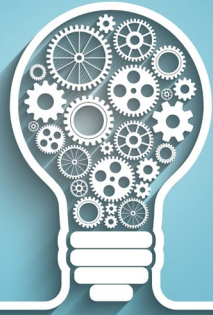


Please climb that tree!

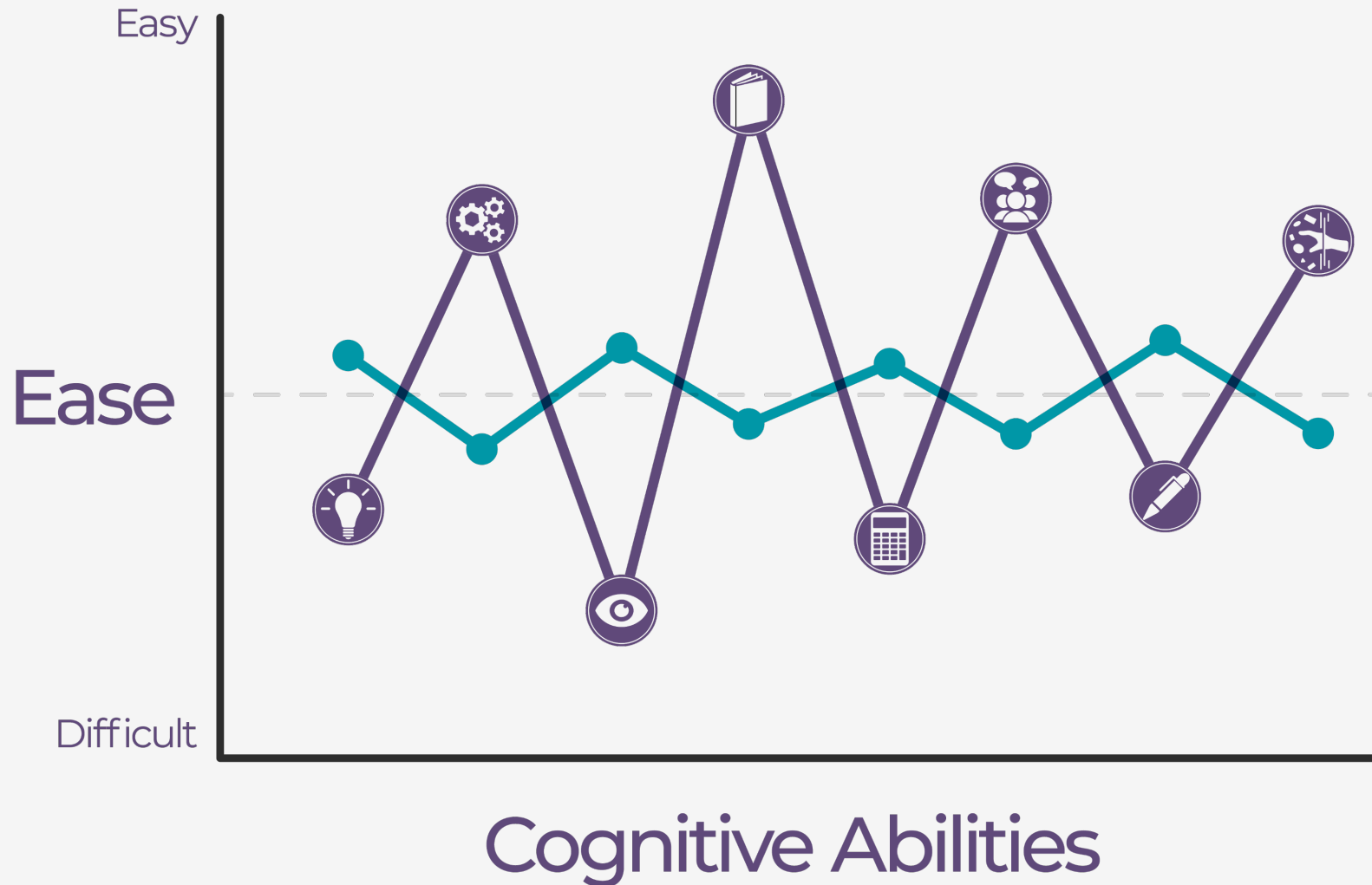


# Prevalence in Social Justice

- ❖ **Only 20% of autistic** people have a job compared to **53% of disabled** people and **83% of abled people?**
- ❖ **25%** of the prison population have **ADHD**
- ❖ **1/3** of long term unemployed people are **dyslexic**
- ❖ **33%** of Autistic people also have learning disabilities
- ❖ Disabled people earn **14% less** than abled people
- ❖ Research suggests that **70%** of the prison population may be neurodivergent.
- ❖ **70%+** of the prison population are illiterate.



# The common thread: a spiky profile

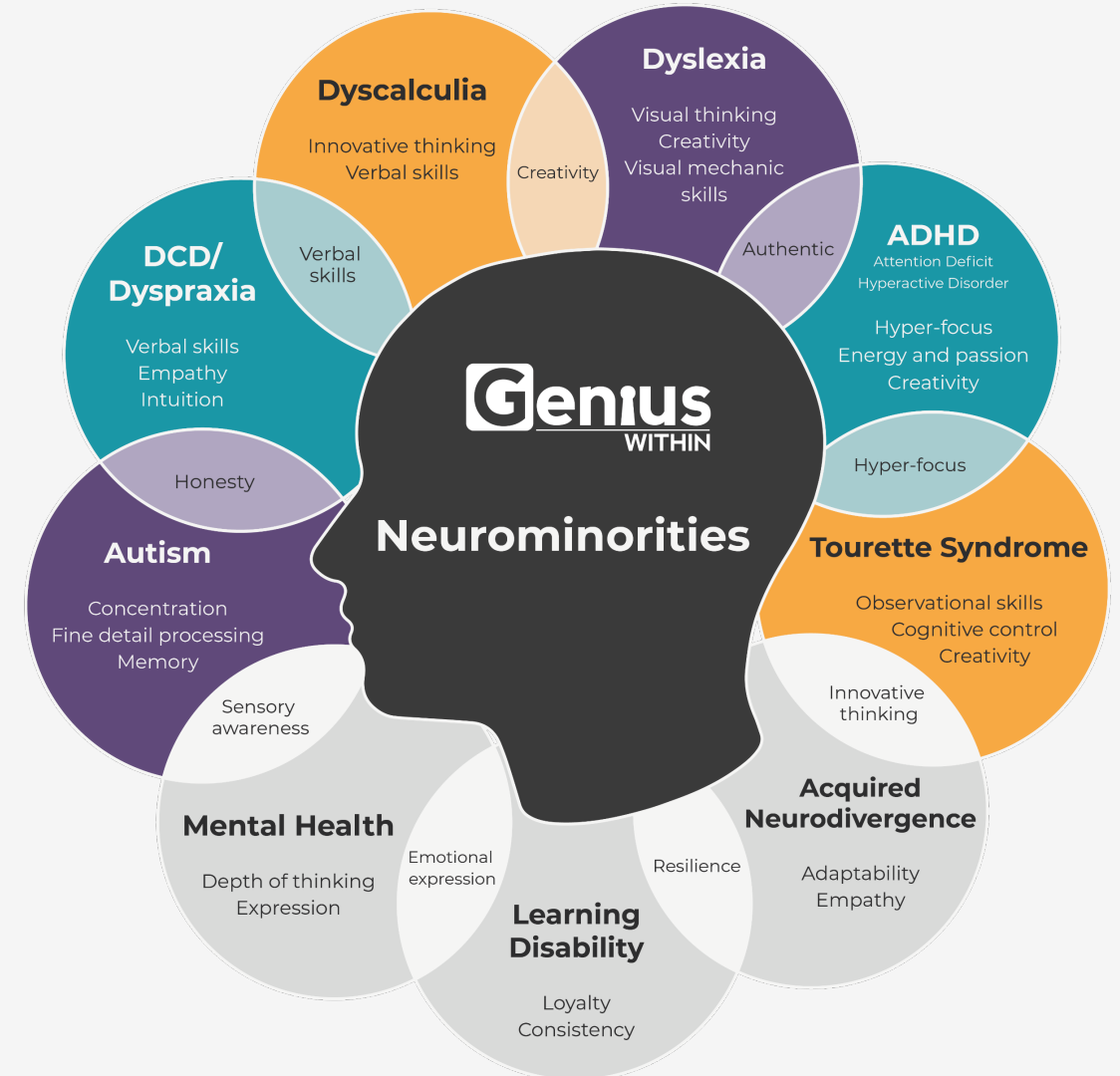


**“Specialist”**  
Versus  
**“Generalist”**  
**Thinkers**

# Neurominorities

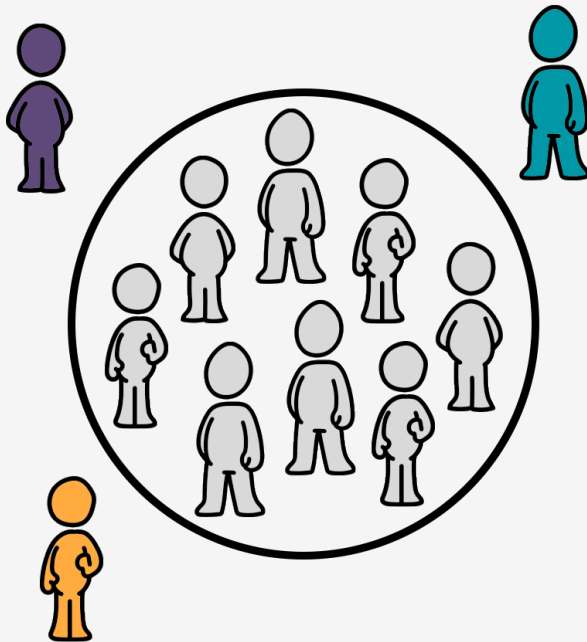
Whole population prevalence estimated to be around

**15-20%**



# Levels of inclusion

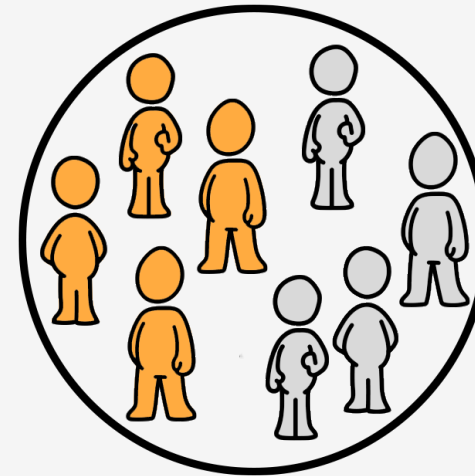
**Exclusion**



**Compliance:**  
individual inclusion



**Deliberate:**  
Inclusion in teams



**Systemic:**  
inclusion for all





# Person-Environment Fit Theory



# Adjustments – what works?



**Schedule Flexibility**



**Literacy Coaching**



**Assistive Technology**



**Workstation Adaptation**

**Executive Functions Coaching**

Memory, concentration, time management, etc.



**Formal training**

In house or commissioned



**Supervisor Input**

E.g. regular specific feedback, co-coaching



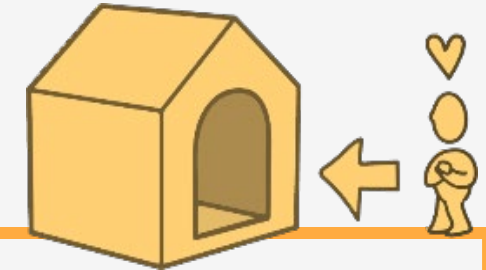
# Genius Within Coaching Success Rates



**75%** self-rated improvement in performance



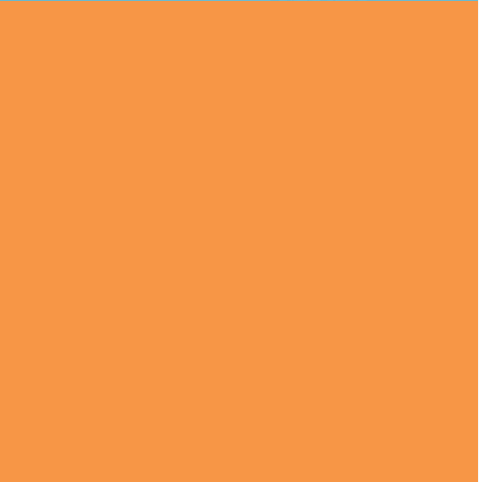
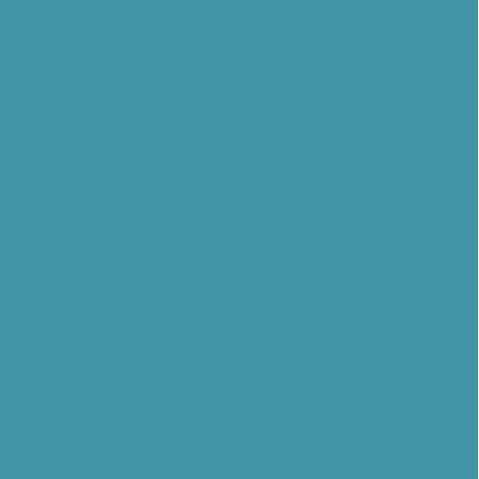
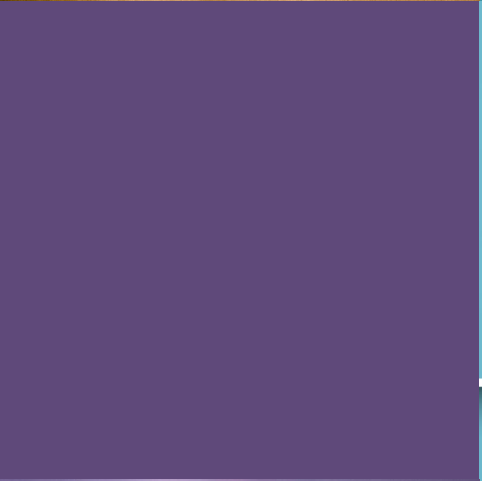
**47%** improvement in productivity (manager rated)



**95%** job retention rate



**25%** promotion rate



the british  
psychological society  
promoting excellence in psychology

# Professor Nancy Doyle

Chief Research Officer, Genius Within

Centre for Neurodiversity Research at Work  
Birkbeck College, University of London



Introducing



**Genius**  
**FINDER PRO**



# History & Language of Neurominorities



## Mid to Late 20th Century

- ◆ ADHD, autistic spectrum condition, dyslexia, dyspraxia, anxiety
- ◆ Looking for functional locations of difficulty

## 19<sup>th</sup> Century to Early 20<sup>th</sup> Century And before

- ◆ Word blindness, autism, hysteria, hyperkinetic or clumsy child syndrome
- ◆ Describing differences medically

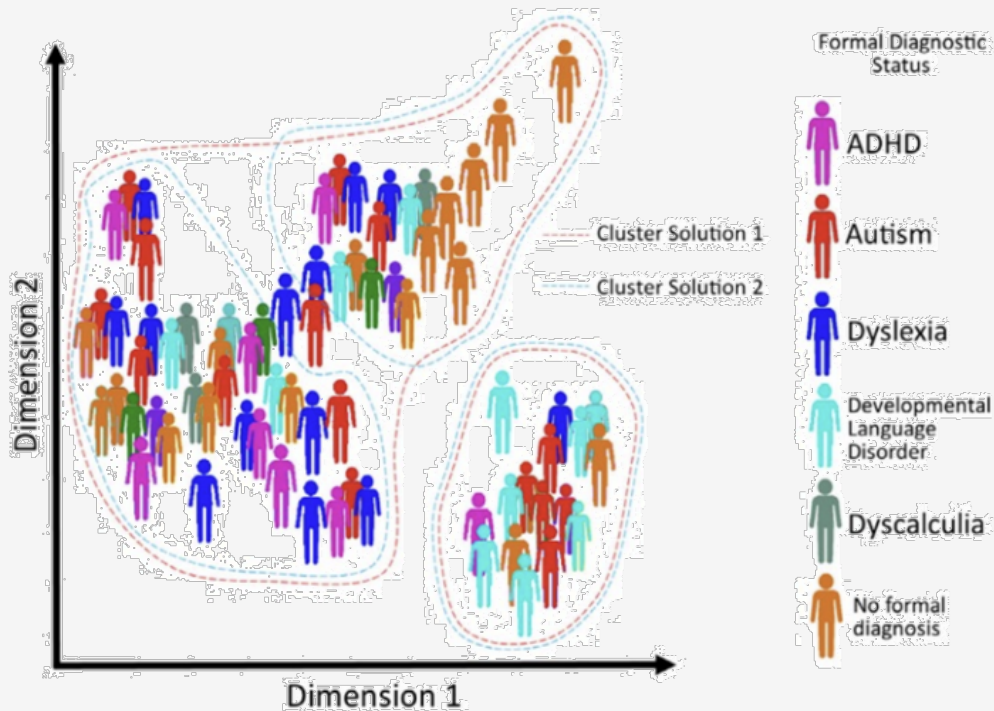
Early

Mid

Now  
& Next

## 21<sup>st</sup> Century

- ◆ Neurodiversity, Neurodivergence, Neurominority
- ◆ Dopamine, Noradrenaline & GABA
- ◆ Transdiagnostic Mapping
- ◆ Hyperconnectivity
- ◆ Hyper and hypo sensitivity



## Diagnosis is unreliable (Astle et al. 2021)

Current 'labels' overlap and broadly cluster around difficulties in

1. Language
2. Executive functions
3. Social communication and emotion

## Diagnosis is sexist, racist and classist (Roman-Urrestarazu et al. 2021)

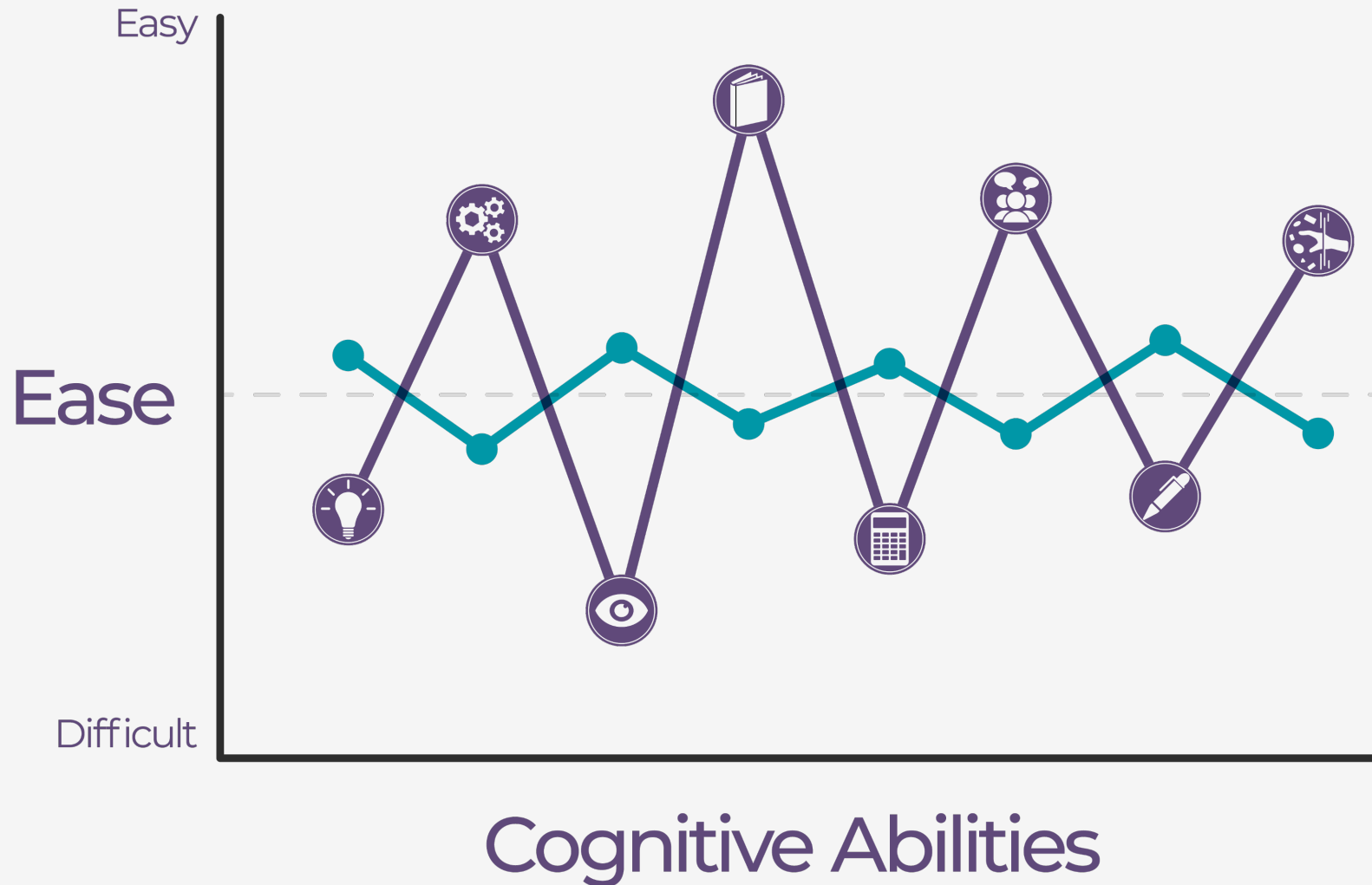
The questions on which we currently base decisions are gender and culture bound. For example:

"I like collecting details about things (for example cars, birds and trains)"

As well as the social expectations of behaviour such as eye contact and compliance.

In short – we do **not** know enough about this yet to program an algorithm.

# The common thread: a spiky profile

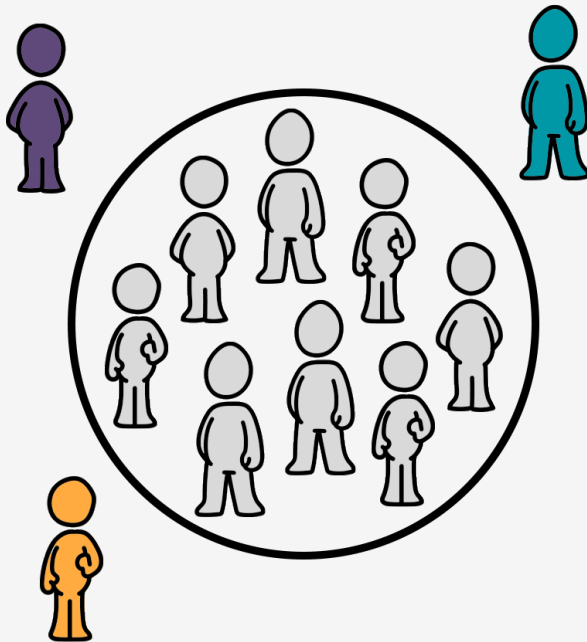


**“Specialist”**  
Versus  
**“Generalist”**  
**Thinkers**



# Levels of inclusion

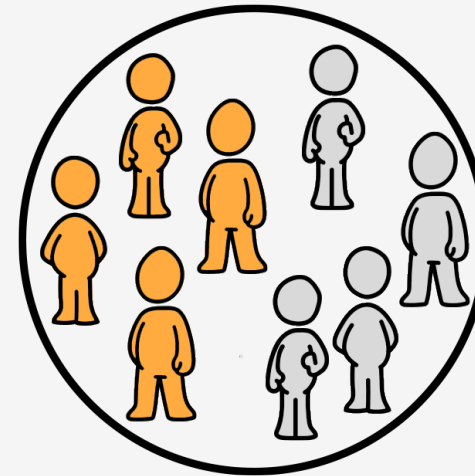
**Exclusion**



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Inclusion in teams



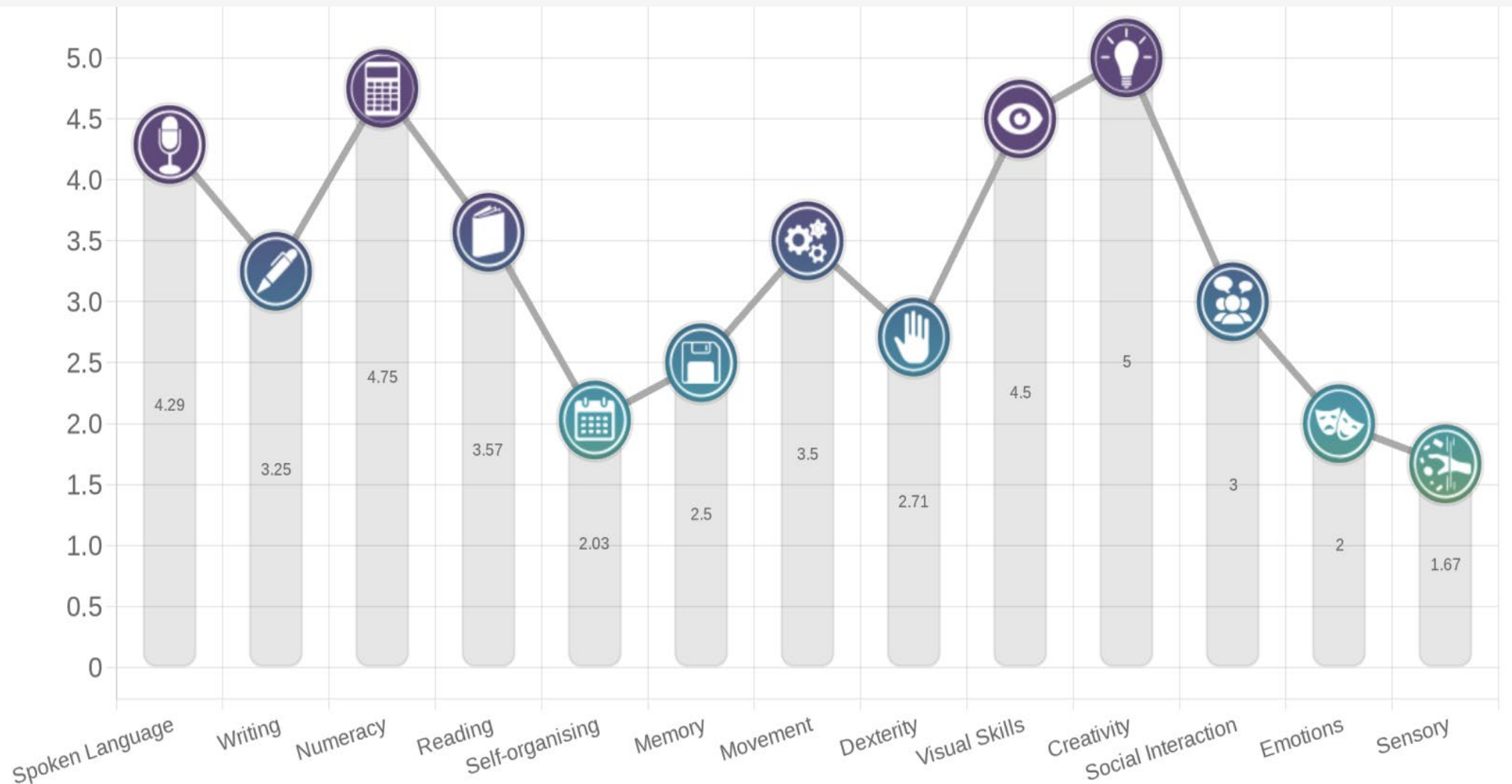
**Systemic:**  
inclusion for all



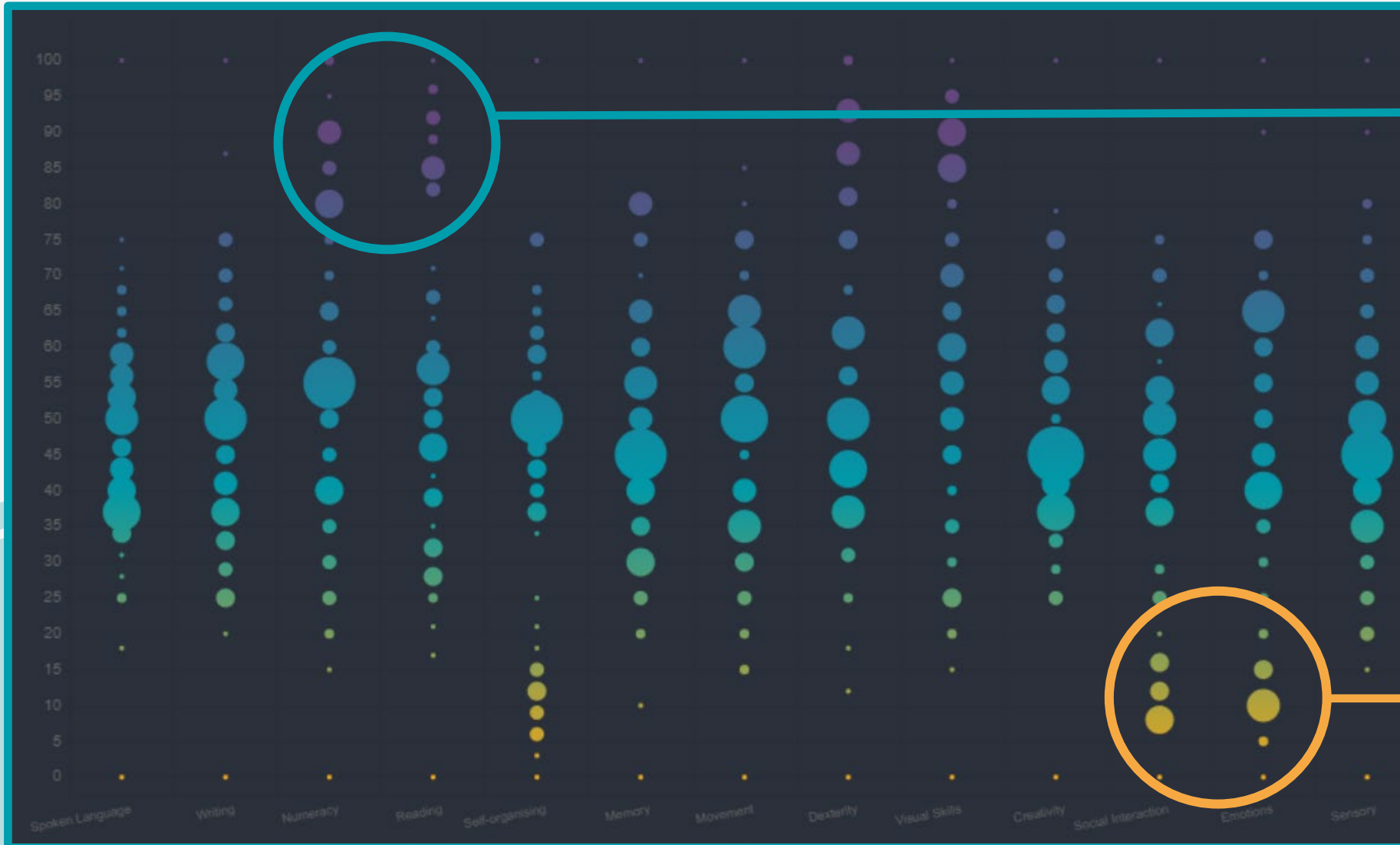
# Person-Environment Fit Theory



# Find your own spiky profile



# Understanding the organisations spiky profile



Team Strengths are evident

Predict where the challenges will come from

# Workplace Universal Design

Pitching for balanced teams  
of Masters rather than Jacks  
of All Trades

For example stress  
caused by cognitive  
load or stress caused by  
emotional / social /  
sensory issues

Appraising specialists as  
well as generalists



Hiring for specific missing  
skills  
Matching recruitment to  
role

Clarity for those who  
might not 'get' unspoken  
social rules – the  
psychological contract

Plan your training around  
your missing skills – target  
teams and topics based on  
data

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“  
**Inclusion** is a  
moral, social &  
economic imperative.  
We all lose  
when **diverse**  
**human potential** is  
squandered  
”

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