



What is Neurodiversity?

When the words “Diversity and Inclusion” come to mind, oftentimes individuals think about outward appearance or characteristics such as race, gender, ethnicity, or even sexual orientation. While less visible on the surface, another type of diversity is neurodiversity -- the diversity of human minds; the infinite variations in neurocognitive functioning. Leaders can strive to embrace these different, neurodivergent, ways of thinking and behaving to serve as unique assets to their organizations.

1

ADHD impacts the workforce in that 1 out of 3 persons diagnosed with ADHD is jobless at any time. More than 60% of autistic young adults are neither working nor pursuing education/training post-high school in the U.S.¹

2

Overall, the national annual incremental costs of ADHD ranged from \$143B to \$266B. For adults, the largest cost category was productivity and income losses (\$87B – \$138B)²

3

500,000 individuals on the autism spectrum are aging into adulthood over the next 10 years. And a staggering 85% of college grads affected by autism are unemployed compared to the national unemployment rate of 4.5%

¹Roux, Anne M., Shattuck, Paul T., Rast, Jessica E., Rava, Julianna A., and Anderson, Kristy, A. National Autism Indicators Report: Transition into Young Adulthood. Philadelphia, PA: Life Course Outcomes Research Program, A.J. Drexel Autism Institute, Drexel University, 2015.; ²Doshi, J.A., Hodgkins, P., Kahle, J., Sikirica, V., Cangelosi, M.J., Setyawan, J., Erder, M.H., Neumann, P.J. (2012). Economic Impact of Childhood and Adult Attention-Deficit/Hyperactivity Disorder in the United States. Journal of the American Academy of Child and Adolescent Psychiatry. 51(10). October 2012



Powering My Success at Work

The BirkmaND report is designed to power success in the workplace for neurodivergent individuals with either autism spectrum disorder or Attention-Deficit/Hyperactivity Disorder (ADHD). The report is best used as a starting point for guided conversation and includes five sections, each suggesting different workplace accommodations geared toward increasing inclusion and thus productivity at work.

The first four sections, Communication, Relationships, Time Management, Organization and Planning, provides recommendations based on the respondent's unique personality profile. The fifth section includes general sensory workplace accommodations.



Insights from The Birkman Method have helped empower people in the workplace since 1951. Now, with an increased emphasis on neuroacceptance, Birkman seeks to accelerate understanding and provide more focused support for neurodivergent individuals as they navigate the workforce—all through the power of perception.



Hiring and Onboarding:

Understanding what type of accommodations are needed to ensure your employee feels comfortable and safe can drastically increase the quality of their performance. Onboarding conversations can be made easier when you have an understanding of their unique workplace expectations.



Work Transition:

When a new employee is onboarded, there are many resources invested in them to ensure their success. If someone new is introduced in these early stages of onboarding and are unfamiliar with how to work with neurodivergent individuals, it can be difficult to help the employee. With this report, any person stepping into a support role can quickly understand some *dos* and *don'ts* of the particular individual and can have a more effective first conversation.



Self-Advocacy:

This report can be used as on-going support for a neurodivergent individual. The BirkmaND report can be used to assess if their work needs are sufficiently being met or even bring up new ones that they hadn't considered before, both in their current role or future ones. Sometimes, it is difficult to know if our needs are being met, if we haven't questioned them before.