

Neurodiversity

Valuable strengths and perspectives

What is neurodiversity?

Neurodiversity describes the natural variation in how people's brains work, think, learn and process information.

People who are neurodivergent may experience the world differently from those who are neurotypical – and those differences can bring valuable perspectives, skills and strengths, some of which we will explore below!

How common is neurodivergence?



It's estimated more than **15%** of people are neurodivergent in the UK.¹

Neurodiversity is more common than you might think.

It can include conditions such as autism, ADHD, dyslexia, dyspraxia, dyscalculia, Tourette syndrome and other differences in how people think, learn, communicate and process information.

Common strengths associated with neurodivergent thinking



Creativity and innovation

Seeing possibilities, making connections and generating original ideas or unconventional solutions.



Analytical thinking

Strong ability to identify patterns, process information in depth and apply logical thinking.



Problem solving

Approaching challenges from different angles and developing creative, practical solutions.



Deep focus

The ability to concentrate intensely on areas of interest or high-priority tasks.



Different perspectives

Bringing fresh ways of thinking, challenging assumptions and contributing unique insights that drive innovation.



Attention to detail

Noticing details, inconsistencies or opportunities that others may overlook.



Adaptability

Responding effectively to change, learning quickly and finding ways to navigate new situations.

Everyone is different, and neurodivergence doesn't automatically mean someone will have particular traits.

Many neurodivergent employees bring valuable perspectives, skills and ways of thinking, particularly when they are supported to work in ways that suit them best.

Further support online

[The National Autistic Society](http://www.autism.org.uk) - www.autism.org.uk

[ADHD UK](http://adhduk.co.uk) - adhduk.co.uk

[CALM / Neurodiversity & mental health](http://www.thecalmzone.net/guides/neurodiversity) - www.thecalmzone.net/guides/neurodiversity