

A decorative graphic in the bottom left corner consists of a grid of small, colorful dots in shades of blue, green, yellow, and purple, arranged in a pattern that recedes into the distance. A thick, diagonal black line runs from the top left towards the bottom right, separating the white background from the black background.

NEURODIVERSITY IN
THE WORKPLACE:

HOW TO EFFECTIVELY
ADVOCATE FOR
YOURSELF AND
COWORKERS

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THE PHOENIX GROUP STL

Expertise & Client Impact

The Phoenix Group STL, led by Leslie T. Tolliver, JD, SHRM-CP, offers expert HR solutions with a strong focus on DEI and neurodiversity. Leveraging Leslie's legal and HR background, the firm provides practical and legally sound strategies. Our impact includes:

- Developing and implementing DEI programs and ERGs.
- Conducting workplace investigations and ensuring legal compliance.
- Enhancing workplace culture through tailored training.

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The Phoenix Group STL is dedicated to fostering inclusive, equitable workplaces and delivering expert HR solutions.

ABOUT THE PHOENIX GROUP STL

Vision

- To transform workplaces into environments where every individual feels valued, supported, and empowered to reach their full potential. The Phoenix Group STL aims to drive positive organizational change through strategic HR solutions that prioritize diversity, equity, and inclusion.

Mission

To be a leader in HR consulting, known for our commitment to fostering inclusive workplaces and our innovative approaches to addressing the unique needs of neurodiverse and diverse populations.

OBJECTIVES

Enhance Understanding of
Neurodiversity

Develop Effective Advocacy
Skills

Foster an Inclusive
Workplace Culture

ICE BREAKER
ACTIVITY:
NEURODIVERSITY
BINGO





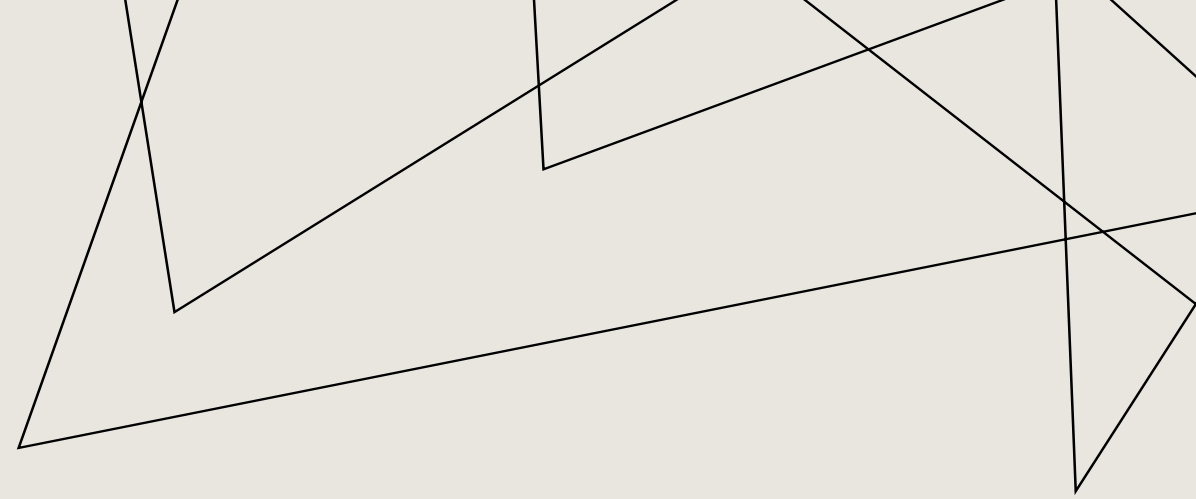
UNDERSTANDING NEURODIVERSITY



WHAT IS NEURODIVERSITY?

Neurodiversity is a concept that recognizes and values the natural variations in human brain functioning. It posits that neurological differences, such as Autism, ADHD, Dyslexia, Dyspraxia, and other neurodevelopmental conditions, are normal variations of the human genome. Rather than viewing these differences as deficits or disorders, neurodiversity emphasizes the strengths and contributions that individuals with these conditions bring to society and the workplace.

SIGNIFICANCE OF NEURODIVERSITY IN THE WORKPLACE



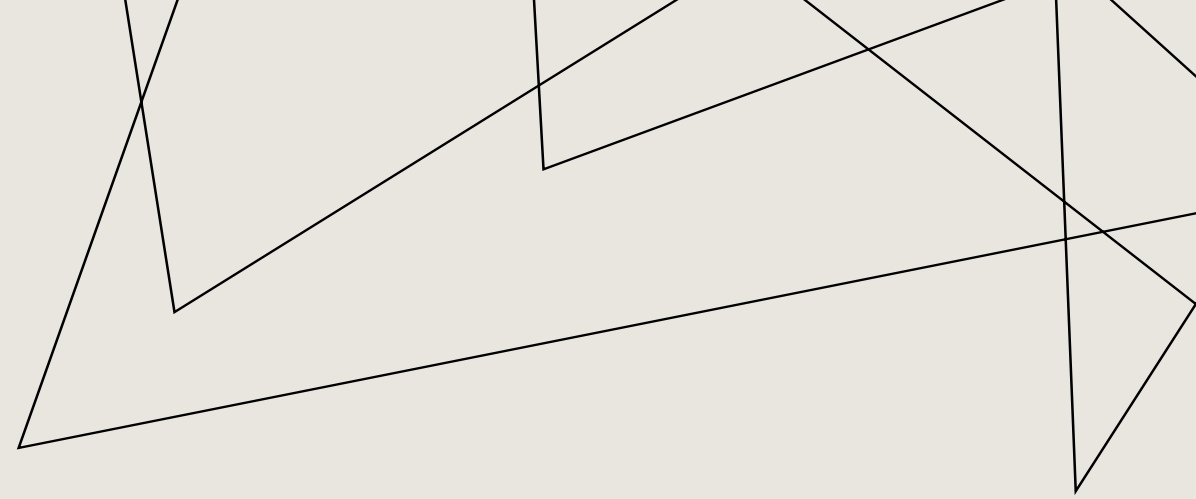
Diverse Perspectives and Problem-Solving

- Neurodivergent individuals often bring unique perspectives and problem-solving approaches. Their different ways of thinking can lead to innovative solutions and creative ideas that may not arise in a homogenous workforce. This diversity in thought is crucial for organizations looking to stay competitive and adaptable in a rapidly changing world.

Enhanced Productivity and Skills

Many neurodivergent individuals possess exceptional skills and talents. For example, individuals with Autism may have a keen eye for detail and strong analytical abilities, while those with ADHD may excel in dynamic and fast-paced environments due to their high energy and creativity. Recognizing and leveraging these strengths can enhance overall workplace productivity and performance.

SIGNIFICANCE OF NEURODIVERSITY IN THE WORKPLACE CONT.



Legal and Ethical Considerations

- Promoting neurodiversity contributes to a more inclusive and supportive workplace culture. When organizations embrace neurodiversity, they signal a commitment to valuing all employees for their unique contributions. This can lead to higher job satisfaction, better employee retention, and a more positive work environment for everyone.

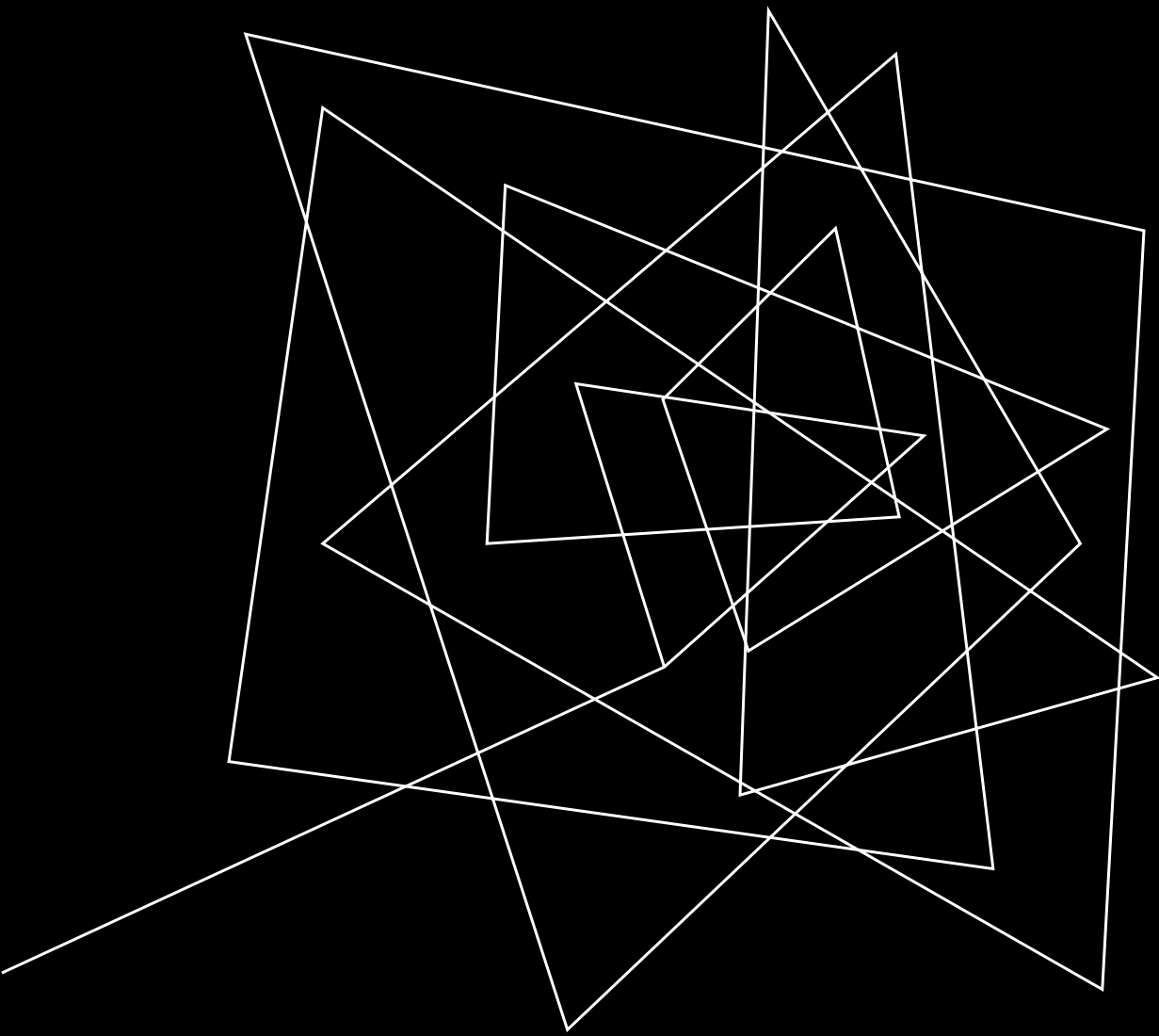
Inclusive and Supportive Culture

Many countries have laws and regulations that protect the rights of neurodivergent individuals in the workplace. By fostering a neurodiverse workforce, organizations can ensure they comply with legal requirements and uphold ethical standards. This not only helps avoid potential legal issues but also demonstrates a commitment to fairness and equality.



MARKET AND CONSUMER INSIGHTS

A neurodiverse workforce can provide valuable insights into the needs and preferences of a diverse customer base. Neurodivergent employees may better understand and relate to customers with similar conditions, leading to improved product development, marketing strategies, and customer service



COMMON
NEURODIVERGENT
DISCOVERIES

COMMON DISCOVERIES



ADHD (Attention Deficit Hyperactivity Disorder):

ADHD is a neurological condition characterized by difficulties with attention, hyperactivity, and impulsiveness. Individuals with ADHD may find it challenging to stay focused on tasks, follow through on instructions, or organize their work. However, they often possess strengths such as creativity, the ability to think outside the box, and a high level of energy. In the workplace, these traits can be harnessed to excel in roles that require innovative thinking, quick problem-solving, and dynamic energy.

Autism Spectrum Disorder (ASD):

Autism is a developmental condition that affects social interaction, communication, and behavior. People with autism may experience a wide range of symptoms, with some individuals requiring significant support and others being highly independent. Common traits include a preference for routine, attention to detail, and a deep focus on specific interests. In the workplace, individuals with autism can thrive in roles that value precision, consistency, and specialized expertise, especially in fields like technology, data analysis, and research.

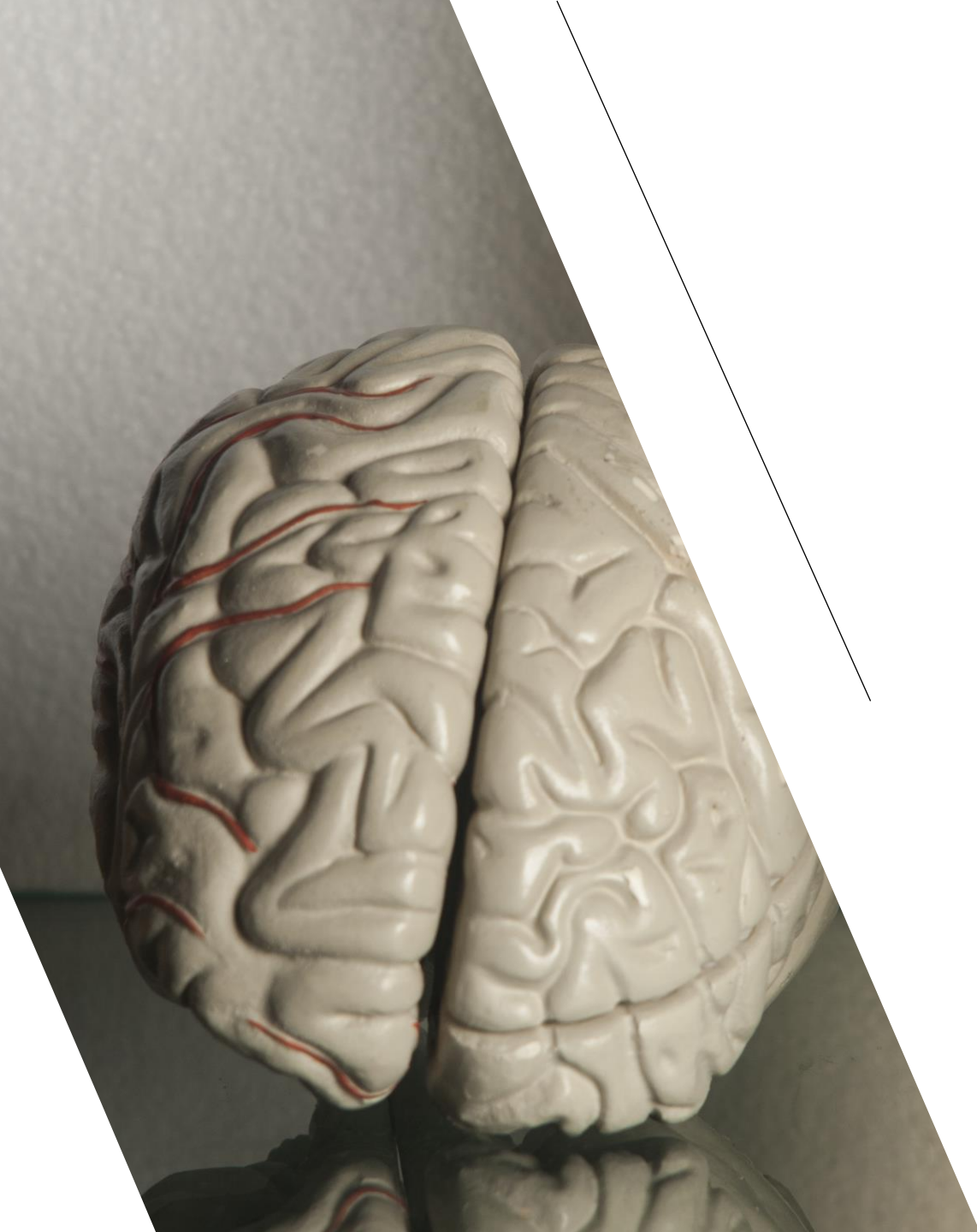
COMMON DISCOVERIES (CONT.)

Dyslexia:

Dyslexia is a learning difference that primarily affects reading and language processing. Individuals with dyslexia may struggle with reading fluency, spelling, and writing, but they often have strong problem-solving skills, creativity, and verbal communication abilities. Dyslexia does not affect intelligence, and many individuals with dyslexia excel in areas such as design, entrepreneurship, and strategic thinking. In the workplace, leveraging these strengths can lead to success in roles that involve creative thinking, verbal communication, and big-picture strategy.

Dyspraxia (Developmental Coordination Disorder):

Dyspraxia affects physical coordination, making it challenging for individuals to perform tasks that require fine motor skills, such as writing or typing. It can also impact organizational skills and time management. However, individuals with dyspraxia often possess strong determination, problem-solving abilities, and a unique approach to tackling challenges. In the workplace, they can excel in roles that emphasize strategic planning, creativity, and the ability to think holistically.



Dyscalculia is a specific learning difficulty related to mathematical concepts and numerical reasoning. Individuals with dyscalculia may find it challenging to perform calculations, understand time, or manage finances. Despite these difficulties, they often have strengths in verbal reasoning, creativity, and critical thinking. In the workplace, they may thrive in roles that do not heavily rely on math but instead value innovative ideas, communication, and qualitative analysis.

Tourette Syndrome is a neurological condition characterized by repetitive, involuntary movements and vocalizations called tics. While these tics can be disruptive, individuals with Tourette Syndrome often develop strong resilience and adaptability. They may also possess unique talents in areas such as music, art, or mathematics. In the workplace, creating an environment that accommodates these differences can help individuals with Tourette Syndrome contribute their creativity and problem-solving skills effectively.

OCD

OCD is a condition where individuals experience obsessive thoughts and compulsive behaviors. These can be distressing and time-consuming, but individuals with OCD often develop exceptional attention to detail, persistence, and a high standard of work. In the workplace, their meticulous nature can be an asset in roles that require precision, quality control, and thorough analysis.

CHALLENGES IN THE WORKPLACE

- Executive Functioning difficulty
- Need for Routine
- Need for Predictability

- Misunderstanding and Stigma
- Communication Difficulties
- Sensory Sensitivities

SELF-ADVOCACY STRATEGIES

&

RECOGNIZING YOUR NEEDS

Self-Reflection

- What tasks do I excel at, and what tasks do I find challenging?
- How does my neurodivergence influence my productivity, focus, communication, or interactions with colleagues?
- Are there particular environments or situations where I feel most comfortable or uncomfortable?



STRATAGIES

Communicate Effectively



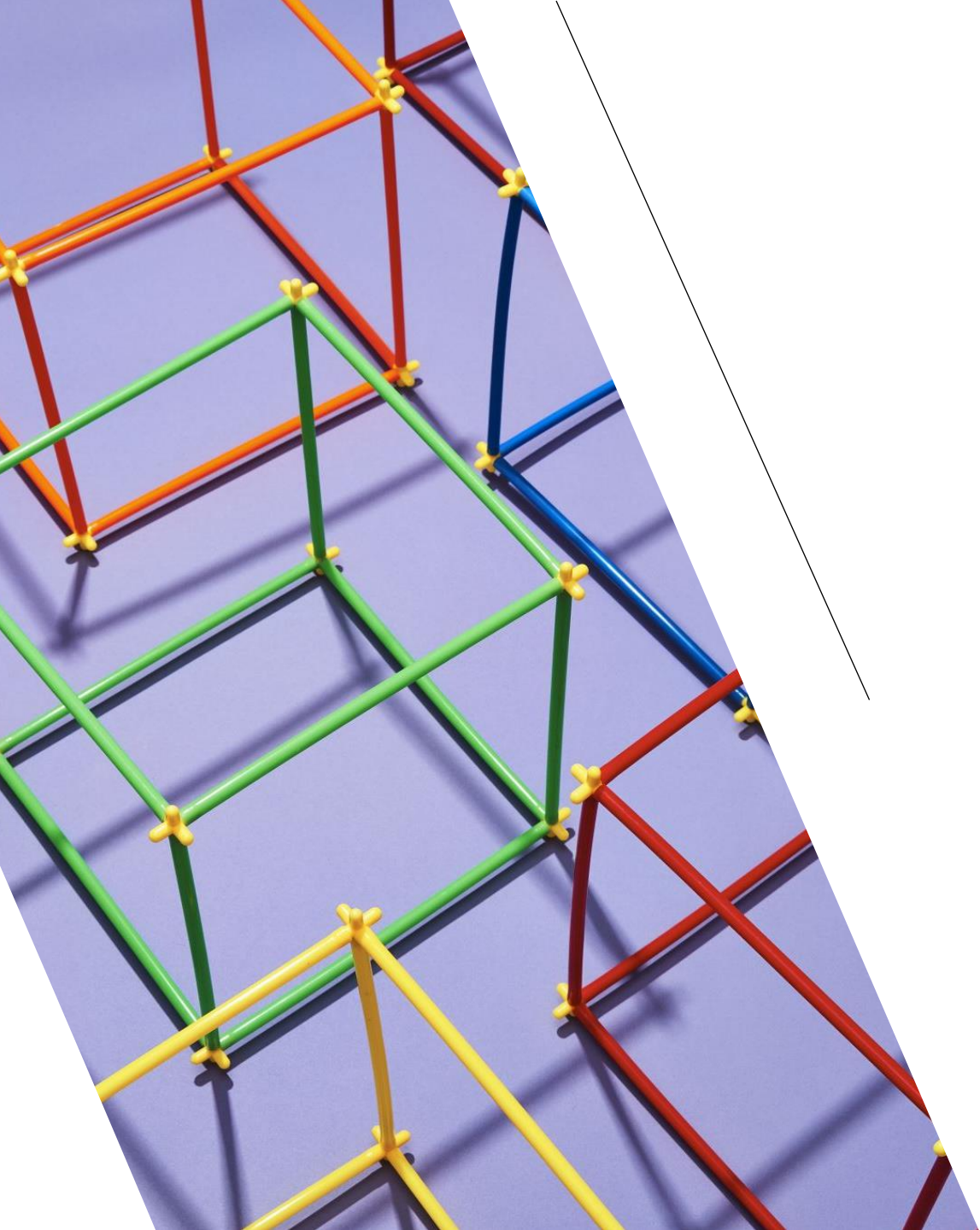
Be Specific

Frame request positively

Choose the right time and place

Practice Empathy

Follow-up



UTILIZING RESOURCES & TOOLS

Workplace Accommodations

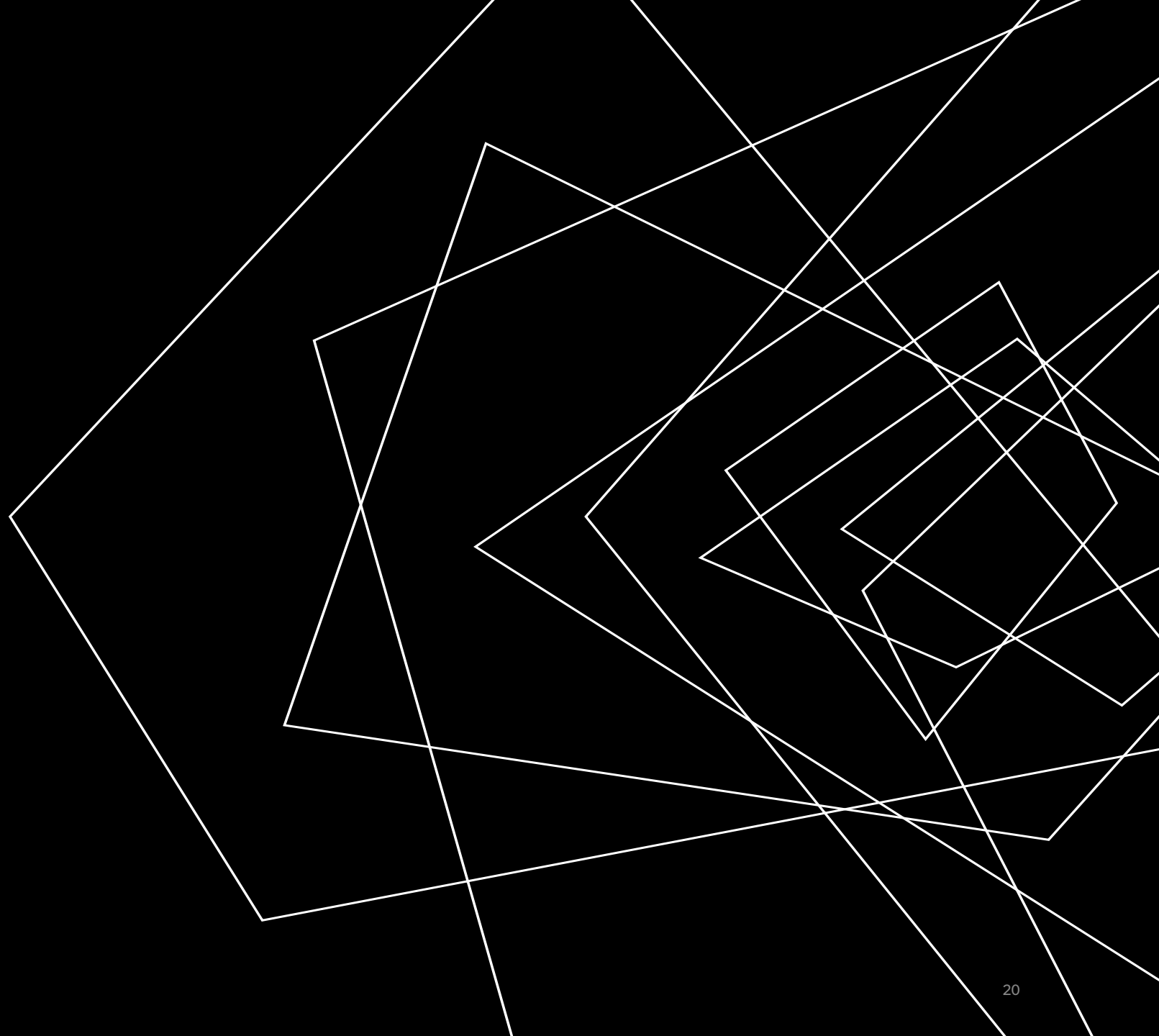
Employee Resource Groups

Training and Workshops

Assistive Technology

External Support Network

**MIDWAY ACTIVITY:
STRENGTHS AND
SOLUTIONS BRAINSTORM**



ADVOCATING FOR COWORKERS

Creating an inclusive
environment

Promoting Awareness and
Education

Policy Development and
Support

Creating an inclusive environment

1. Fostering Open Communication
2. Valuing Diversity
3. Implementing Inclusive Practices
4. Encouraging Collaboration





PROMOTING AWARENESS & EDUCATION

Training Programs

Workshops & Seminars

Awareness Campaigns

Creating Resource Hubs

mo
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POLICY DEVELOPMENT & SUPPORT

Flexible Work Arrangements

Anti-Discrimination Policies

Workplace Accommodations

Employee Assistance Programs (EAP)

Regular Policy Reviews



KEY TAKAWAYS

Understanding Neurodiversity

Self Advocacy Strategies

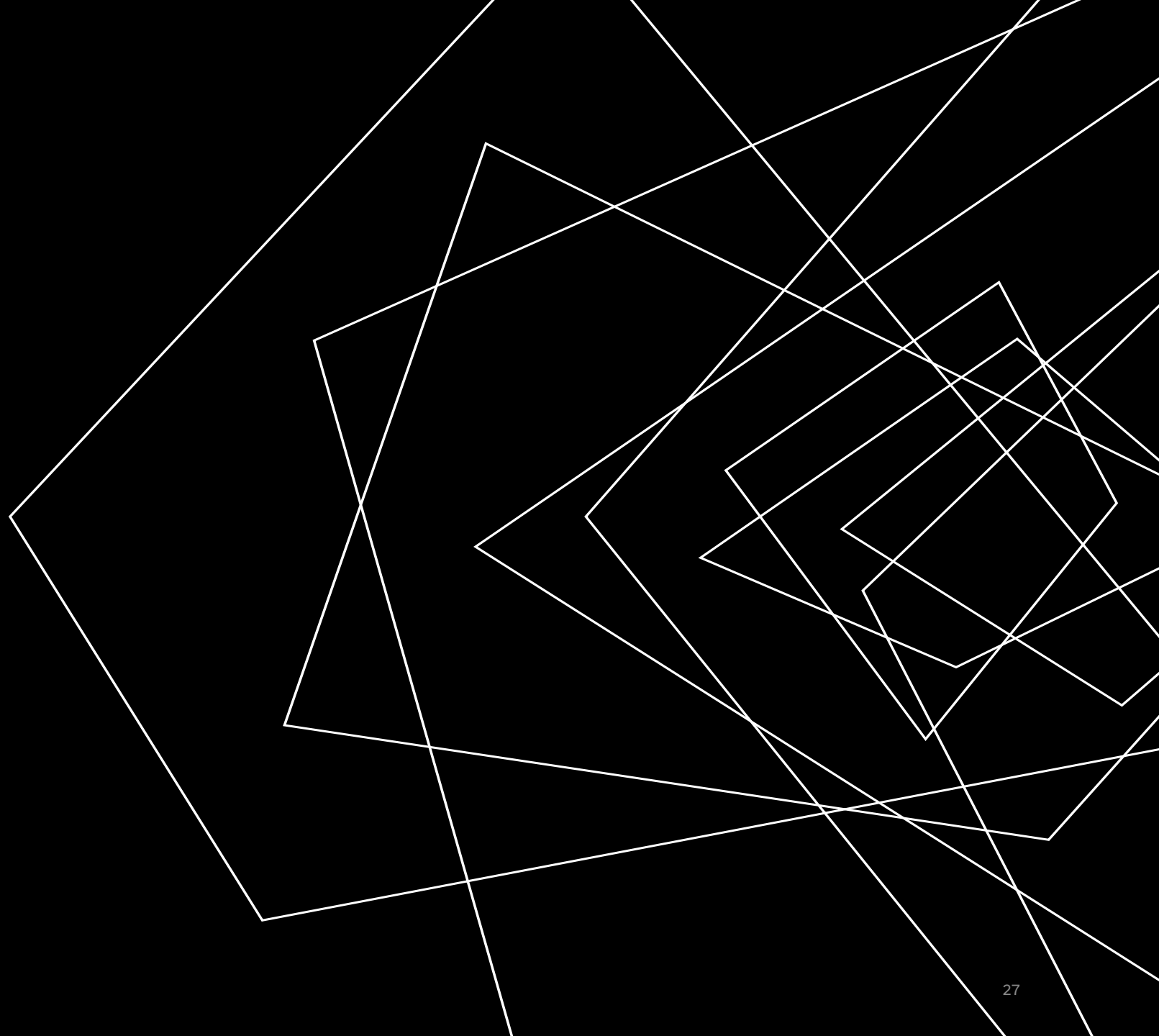
Advocating for Co-Workers

Practical Application



QUESTIONS

PUZZLES: MANAGING
NEURODIVERSE
EMPLOYEES





THANK YOU

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