

Neuroinclusion can be tricky. Protecting it can be trickier.



To simplify the journey and ensure focus on the right things at all times, even when peak demands, stress, and fatigue are relentless, there are **5 areas of focus** that can make neuroinclusion and cultivating your team identity second nature.



EQUITY

Participation and inclusivity to ensure neurodivergent voices are amplified, allowing those who are most vulnerable to poor design and culture to act as co-architects of how we work, and what fairness looks like.

Leader's note: Fairness and inclusion in collaborating on ways of work is a strong trust indicator, and opens the door to belongingness and psych safety, so long as the collaboration is meaningful and consistent.



IMPACT

Focus on mission-critical outcomes, rather than the optics of 'normal' working operations, and performance theatre. Emphasises the true purpose of our work and openly seeks to apply unique skills and combined capabilities that would not be possible without a neurodiverse team.

Leader's note: The deliverables and quality of work is the selling point, allowing the focus to stay on outcomes, facilitating early acceptance of otherwise unconventional ways of working.



AGILITY

Applying the principles of flexibility and adaptability to move from rigid, standardised roles toward individualised work design that accommodates all minds. . Intentionally dismantles "one-size-fits-all" roles.

Leader's note: Noting the common understanding that there is never any such thing as 'the perfect candidate', here we seek to do the easier and more logical thing, and designing the role around the person, rather than the opposite.



INTEGRITY

Using valid tools and talent systems to ensure organisational justice is embedded in decision-making, dismantling neurotypical biases. Roots all selection, hiring, promotion, and talent decisions in rigorous job-analysis metrics rather than subjective, bias-laden concepts of "culture fit".

Leader's note: This piece is based on data-driven best practice for teams of any make-up and composition, where selection, development, and key personnel and business decisions are based on valid and merit based information.



CLARITY

Using transparent, multi-channels communication (visual, written, verbal) to reduce cognitive friction and ensure universal accessibility. Establishes a psychologically safe, "knowledge-building environment" by defaulting to transparent communication pathways.

Leader's note: One of the most practical and easy-access initial factors that can be consistently improved and iterated. Communicating with clarity and deliberateness is one of the purest lead-factors for psych safety and inclusion.

