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ADHD Foundation
The Neurodiversity Charity
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W Futures
Employer Award

Empowering Neurodiversity in the Workplace

Tips for Neurodiverse friendly recruitment and induction



Tips for Neurodiverse friendly recruitment and induction

- The right candidate is not always the one who is great in interview. Interviews are a unique skill. Ask the applicant how best they may be able to demonstrate they are the right person for the job.
- Establish flexibility of interview protocols. Try employing a range of activities, use of videocalls and group tasks, metrics such as cognitive profiling and providing the interview questions in advance.
- Ensure talents and needs are understood in the context of the role. Explore how you could enable the employee to know their strengths and potential to develop their skills.
- What assistive technology and workplace adjustments are needed to optimise performance, productivity and employee satisfaction? The Department for Work and Pension's Access to Work funding can be used to offset costs (eg: equipment such as standing desks, assistive technology, coaching and training).
- Allow flexibility and creative engagement with induction and on-boarding.
- Discuss and agree identified training needs and time frames.
- Ensure the immediate supervisor or line manager understands the workplace adjustments and support required to best enable the employee in the context of their neurodiversity.
- Who can the employee approach for support? Would a Neurodiversity champion be helpful?



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