Gravitas Recruitment Group
serious about talent

DEI

NURTURING NEUROINCLUSIVITY

in your workplace creates an environment where everyone can reach their full potential.

20%

of the population are neuro-diverse

which means you could already be working within a neurodiverse team or environment without knowing it!

By focussing on building a neuroinclusive environment we can make workplaces a safe space. This means neurodiverse employees can focus more on their role, playing to their strengths rather than worrying about 'masking' to be seen as neurotypical.

Ryan Sullivan
Talent Acquisition
Associate Director, Gravitas



Neuroinclusive working environments can result in...

30% more productivity

90% retention rates

Statistics sourced from HR Future online 'The ROI of a neurodiverse workforce'

UNMASKING NEURODIVERSITY

Play to the strengths of all your workplace in a more inclusive way.

ASD
(Autism Spectrum Disorder):
A spectrum condition which can affect different people to different degrees across social and sensory interactions. Employees who identify as ASD often have strengths around high levels of concentration, technical skill and following processes.

Dyspraxia:
A disorder which affects movement & co-ordination. Employees with Dyspraxia often show great strengths in empathy & leadership, determination, resilience and strategic thinking.

Dyslexic/dyscalculic:
A general term for disorders which involve difficulty in reading/interpreting words (dyslexic) or numbers (dyscalculic). Employees who identify as either of these often have strengths in strategic & holistic thinking, verbal skills, problem solving and an intuitive understanding of how things work.

ADHD/ADD
(Attention Deficit [Hyperactive] Disorder):
Encompasses a difference in thinking around paying attention, hyperactivity and impulsive behaviour. Employees with ADHD/ADD often have a natural tendency towards innovation, creative strategies and derive patterns from 'chaos'.

'NEURODIVERSITY' INCLUDES EVERYONE

- 80% of people are 'neuro-typical'
  meaning they have a similar 'natural way of thinking'
- 20% are 'neurodiverse'
  meaning they think and process information completely differently.

Our world is built around the neurotypical thinking which forces neurodiverse employees to 'mask' their natural thinking to fit the 'norm'. This in turn uses a high percentage of their daily cognitive capacity, not leaving much 'headspace' for their work.

> Neurodiversity refers to the natural way people think, interact & perceive the world, which affects their approach to learning & information processing.

Josh Taylor
Associate Director, Gravitas



REMOVING NEUROTYPICAL BIAS

Nine ways you can remove bias in your hiring process and workplace.

Avoid using 'excellent' communication skills
This is a conventional test of social competence which could potentially phase neurodiverse individuals who struggle with articulation yet have phenomenal solutions to share.

Provide questions for prep
By doing this simple task, you can put neurodiverse individuals at ease by removing the stress of the 'unknown' and giving people a chance to think about their answer without a neurotypical time pressure.

Offer disclosure
Give people the chance to say they're neurodiverse and, if they do, make the best adjustments possible to make them feel comfortable in their interview, i.e. interview with the camera off or changing the style of question asked.

Avoid 'rapid fire questions'
This is another conventional test of social competence based off a neurotypical response to a pressure situation rather than a replication of your work environment.

Mix up qualifying criteria
Hiring shouldn't be a 'one-size fits all' interview approach. Mix up the situational vs task qualification to see what different strengths come out in non-social competency-based scenarios.

NEUROTYPICAL BIAS:
Hiring processes are often designed with neurotypical people perceived as the optimum hire, causing bias and discouraging neurodiverse talent, who may be a better fit for the role.

Body language & disposition
Some neurodiverse people really struggle with ordering themselves to be 'neat & tidy' within neurotypical constrictions, but this doesn't reflect their quality of mind. You could be missing out on some of the best candidates for your role all because they aren't wearing a suit or they fidget in an interview.

Ask specific questions
Avoiding vague questions removes the added stress & distraction for the interviewee, having to jump through neurotypical hoops, to answer the question 'right'. Convoluted questions are more likely to trigger an anxious response.

Adapt your hiring adverts

- **Be specific about what you are looking for**
  and then list those competencies within your job descriptions to match, rather than coverall neurotypical competencies, like excellent communication skills, *(which could mean verbal or written).*
- **Include a human connection point**
  [phone number /email] piece in your hiring adverts to encourage reaching out and asking questions about the role and how to apply. Neurodiverse candidates who struggle with reading/interpreting words can often prefer a verbal communications style.
- **Avoid aggressive call to actions**
  for instance 'apply today', which put undue stress and time constraints on the hiring process potentially deterring neurodiverse candidates applying.

Feedback fuels futures

- **Give detailed feedback**
  The feeling of not knowing what happened can be debilitating for neurodiverse candidates.
- **Give positive & constructive feedback**
  over a blunt list of what the candidate did 'wrong' judged against a neurotypical 'norm'.
- **Encourage two-communication**
  Ask your candidates about how they feel in your interview process and ask yourself honestly if it's a true reflection of your environment.

PARTNER WITH ...

AND LET US HELP YOU ACHIEVE EXCELLENCE

As niche specialists, we partner with our clients to create strategic hiring solutions that deliver the best, skilled, niche, talent - fast. We balance speed and excellence with compliance and integrity. That's why we are trusted!

Niche specialists | Quick delivery | Uncompromising quality & compliance

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