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Neuroinclusive Workplace

As an executive coach and consultant specializing in neurodiversity and neuroinclusion, I've seen firsthand the benefits of creating a workplace that embraces and supports individuals with diverse neurological conditions. To help organizations assess their neuro inclusivity and take actionable steps towards improvement, I've created this free checklist.

The Checklist:

-  **01** **Educate leadership and staff about neurodiversity and its benefits in the workplace.**
Leaders can attend workshops or seminars on neurodiversity to better understand and support their neurodiverse team members.
-  **02** **Make sure company policies are fair and considerate of neurodivergent people.**
HR can review policies to ensure they don't unintentionally discriminate, such as replacing timed tests with alternative assessments, etc.
-  **03** **Let neurodivergent employees work in ways that suit them best, like flexible hours.**
Offer noise-canceling headphones or private workspaces for employees who may be sensitive to sensory stimuli.
-  **04** **Train/Coach managers how to effectively communicate with and support neurodivergent team members.**
Provide managers with communication, feedback, and effective 1:1 training or coaching for clear, direct communication and reducing ambiguity.
-  **05** **Create a psychologically safe and open environment where neurodivergent people feel comfortable sharing.**
Establish employee resource groups (ERGs) where neurodiverse individuals can connect, share experiences, and advocate for their needs.
-  **06** **Use inclusive language in job postings and don't discriminate in hiring practices.**
Use inclusive language in job postings, such as "neurodivergent candidates are encouraged to apply," and focus on skills rather than unnecessary requirements.
-  **07** **Promote a workplace culture that values and appreciates neurodiversity.**
Celebrate neurodiversity awareness days and share information to educate all employees about the value of neurodiversity. Even spotlight some overachievers!
-  **08** **Keep learning about the latest best practices for neuroinclusion at work.**
Attend conferences or webinars or hire consultants (like me) on the latest research and best practices in neuroinclusion and share findings with the organization, and especially HR, ERGs and C-suite.





Daenerys says "H"! 🐾

Hello!

I'm Karen "Kai" (she/they/AuDHD), the CEO and Founder of 3 Dots Coaching.

I hope you found this brief checklist helpful. If you did, please consider sharing your thoughts and passing it along to anyone else who might find it useful.

If you would like guidance on how to promote neuro-inclusivity and raise awareness, I'd be happy to discuss further. Let's connect and explore how we can improve your neurodiversity practices or provide the support you need. Feel free to reach out so we can have a more in-depth conversation.



Karen "Kai"

