



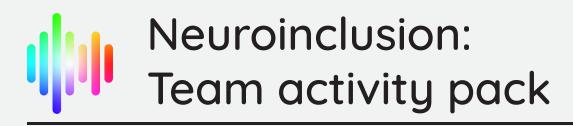


#### Introduction

Neurodiversity is about embracing different ways of thinking, learning, and working. These **three interactive activities** will help teams reflect on neuroinclusion, challenge assumptions, and celebrate diverse minds.

#### How to use this pack:

- Each activity takes 15-30 minutes.
- They can be used in team meetings, Lunch & Learns, or informal discussions.
- No prior knowledge of neurodiversity is required just an open mind!



### **Activity One: Challenging social norms**

#### Objective:

Highlight how many workplace and social norms are unnecessary or exclusionary.

#### How it works:

- 1. Split into small teams (3-5 people) and set a 5 minute timer.
- 2. Each team lists as many unnecessary social norms as possible.
- 3. Encourage creativity nothing is too small!
- 4. At the end, each team shares their best ones the most thought-provoking norm wins.

#### Example norms to spark ideas:

- Making eye contact while speaking
- Sitting in a specific way in meetings
- · Small talk before getting to the point
- Using formal corporate language (e.g., "I hope this email finds you well")

#### Discussion questions:

- Which norms are particularly difficult for neurodivergent people?
- How can we reduce reliance on unnecessary norms in our team?



### Activity Two: The thriving together exercise

#### Objective:

Encourage genuine connection and understanding between colleagues.

#### How it works:

- 1. Pair up or work in small groups.
- 2. Use the example questions below, and take turns answering.
- The goal is to learn about each other's unique ways of thinking, working, and thriving.

#### Example questions:

- How do you like to start your workday?
- What's something that helps you focus?
- Do you prefer written, verbal, or visual instructions?
- What's a common workplace expectation you wish would change?
- When do you feel most productive?

#### Discussion questions:

- Did you learn something new about your colleagues?
- How can we use this understanding to be more inclusive?



### Activity Three: The impact of dyscalculia

#### Objective:

Experience dyscalculia firsthand and explore ways to foster a neuroinclusive workplace.

#### How it works:

- 1. Try the Simulation Helena's Dyscalculia Experience: scan this QR code:
- 2. Reflect note any challenges, frustrations, and insights.



- a. How does dyscalculia impact workplace tasks (e.g., numbers, time, sequences)?
- b. What adjustments could improve accessibility?
- 4. Share key takeaways with the wider group.

#### Discussion questions:

- What challenges stood out to you?
- How can workplaces better support diverse cognitive styles?

#### **Example solutions:**

- Numerical reports use visual templates and automation.
- Deadlines provide reminders and flexible structures.
- Data-heavy meetings include visuals and alternative formats.





### Closing reflection

Wrap up with a quick team reflection:

- What was your biggest takeaway?
- · What's one thing we'll do differently moving forward?
- · How can we keep the momentum going through the year and beyond?

This activity pack helps teams challenge assumptions, celebrate different ways of thinking, and build a more neuroinclusive workplace - together.

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At Differing Minds, we run a variety of NeuroConfused to NeuroConfident® workshops for organisations to embrace neurodiversity.

For more information contact us at hello@differingminds.co.uk