



Neuroinclusion: Team activity pack



Written by  Differing Minds





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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!



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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?



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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.
3. 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?



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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.
3. Discuss in small groups:
 - 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.



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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