



for a  
better  
tomorrow



## Routine and structure.

Most people have routines they like and want to protect. Our lives can be hectic and demanding and having suitable routines and structures can help us all cope with them.

When you live and work as a neurodivergent person in a neurotypical world, which can often feel like a poor 'fit', the mental energy required to cope is even greater. Therefore, the need for some control and coping strategies becomes very important in managing stressors and energy levels.

## Managing change.

Establishing and maintaining good routines normally takes a great deal of time and effort and so any outside threats to them are often fiercely resisted.

Change does not need to be big to be a threat. Very small and seemingly simple changes can have a knock-on effect. For example, changing the font house style may mean that a person finds it uncomfortable and slower to read accurately. To compensate, they may change it to their preferred font while working on a document before changing it back to the new house style. If that doesn't work, they may have to copy and paste to another document to work on it before reverting back to the original style. All this takes time and energy and often causes frustration.

Many organisations will have a change management programme for larger changes such as new IT systems or restructuring. These can be very helpful if used properly. The use of equality impact assessments can also be helpful.

## Adjustments.

- Always discuss a potential change as far in advance as possible. This will be helpful for everyone. For example, changing the time at the last minute of a person's lunch break may mean they cannot go to a pre-existing appointment. For some neurodiverse people that can feel very stressful.
- Involve neurodivergent people right from the start when planning large changes. They can often see potential barriers not obvious to others and suggest good solutions. It also gives them time to work out what they may need to consider for their individual requirements.
- Involve neurodiverse staff in equality impact assessments.

- When using change management coaches, ensure that they have understand neurodiversity and disability more generally.