



for a
better
tomorrow



Why neurodiversity is good for business.

The financial benefits of inclusion in businesses are unquestionable – it is estimated that the spending power of UK disabled people and their households is £274 billion. We know that at around 20 per cent of people in the UK have a neurodiverse condition. These are customers, clients, job candidates and employees that you could be turning away. Can you afford to?

Strengths of neurodivergent workforces.

Neuroinclusive businesses are better businesses. Your workforce benefits from greater diversity in general, and greater neurodiversity in particular. 'Groupthink' can be a real problem – and when you create a group of people who think differently from each other, you increase the likelihood of finding a breakthrough solution or innovation.

One way to avoid such problems is to embrace neurodiversity. It's no coincidence that DXC's Dandelion Programme – a programme that helps autistic adults find jobs – reports that neurodiverse teams are around 30 per cent more productive.

If you're struggling to retain talent, consider that SAP's 'Autism at work' programme has a 90 percent retention rate since it started in 2013.

Most autistic adults want to work, and yet only a fraction do. Data on employment rates are difficult to come by, but there are many anecdotal reports that people with other neurodiverse conditions (such as ADHD, dyslexia and dyspraxia) often face similar significant barriers to gaining and thriving in employment. Employers who get it right on neurodiversity can reap rewards in terms of productivity, retention and employee wellbeing.

Making adjustments.

Research in the US by the Job Accommodation Network in 2022 found that half of all adjustments (49.4 per cent) cost literally nothing. The median cost of those that did incur expense was \$300 – which the vast majority of respondents said was repaid with benefits including:

- Retaining a valued employee (85 per cent)
- Increased productivity (53 per cent)
- Increased attendance (48 per cent).

Most workplace adjustments cost nothing in the long term, but can make a real difference for employees, customers, clients and service users.

Research has shown that people whose employers are trying to get it right on neurodiversity are more satisfied in their jobs. Furthermore, such benefits extend to other employees as well. Thinking about neurodiversity forces you to get to know and support your employees and customers – neurodivergent and non-neurodivergent alike – better.