

Employee fact sheet:

Understanding Neurodiversity at Work



Neurodiversity recognises that people think, learn, communicate and process information in different ways. It can include autism, ADHD, dyslexia, dyspraxia, Tourette syndrome and other neurological differences.

Being neurodivergent at work can come with both strengths and challenges. You may bring different ways of solving problems, noticing detail, thinking creatively or approaching tasks. You may also find that some work environments, communication styles or workplace expectations create barriers that make it harder to do your best work.

Understanding what helps you work effectively can support your wellbeing, confidence and success at work.

How neurodiversity can shape your work experience

Neurodiversity is not one single experience, and encompasses a wide range of differing individual experiences. It can influence how people think, communicate, process information, manage energy and respond to different environments.

The examples below may help you reflect on what supports you to work effectively and where additional support or adjustments may be helpful. Please note, noticing one or more of the experiences below does not mean you are neurodivergent, however you still may benefit from support in these areas.

Work experience may involve What this can feel like

Communication Preferences

Preferring direct instructions, written follow-up or specific feedback.

Planning and Prioritisation

Benefiting from structure, routines or tools to manage competing priorities.

Sensory Environments

Being more aware of noise, lighting, busy spaces or other environmental factors.

Change and Uncertainty

Finding it helpful to have notice, context and clear next steps when things change.

Social and Workplace Expectations

Using additional energy to navigate meetings, workplace relationships or unspoken norms.

Managing Energy

Needing time to recharge after periods of intense focus, social interaction or sensory stimulation.

Tips for Supporting Yourself at Work

Below are some strategies you can try yourself or with support from others to help you navigate workplace challenges and support your wellbeing. You can also access EAP sessions through PeopleSense by Altius at any stage. Support from a qualified psychologist can help you understand your individual needs, identify practical strategies and explore workplace supports that help you perform at your best.

1. Notice what helps you work well

Pay attention to the environments, tools, routines and communication styles that help you perform at your best.

2. Use tools and systems that work for you

Checklists, calendars, reminders, planning tools, templates and written instructions can help reduce mental load.

3. Ask for clarification

If expectations, priorities or feedback are unclear, ask questions to increase clarity.

4. Manage your environment where possible

Small changes such as reducing distractions, using headphones or scheduling focus time can improve concentration and productivity.

5. Build recovery time into your day

Periods of focus, social interaction or sensory stimulation can be tiring. Taking breaks and protecting recovery time (where possible) can help maintain energy and wellbeing.

6. Seek support early

You do not need to wait until things feel overwhelming before asking for support. Speaking with someone early can help you understand what is happening, explore practical strategies and feel less alone.

Seek professional support

Speak with your GP, psychologist or access support through your EAP if workplace challenges are affecting your wellbeing, confidence or ability to work effectively.

Through [EAP with PeopleSense](#), you can speak confidentially with a qualified psychologist about your workplace experience, communication needs, stress, wellbeing or support options. A psychologist can also help you identify strategies that support the way you work best..



Reaching out early makes a real difference.
Contact [PeopleSense](#) to book a confidential appointment with a qualified psychologist.

If you are having thoughts of self-harm or suicide, seek urgent support immediately.
Call 000, Lifeline on 13 11 14.

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