

Manager fact sheet:

How to Support Neurodivergent Employees

Supporting Neurodiversity at Work



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

Neurodivergent employees bring a wide range of strengths, perspectives and ways of working. As a manager, your role is not to diagnose or make assumptions. Your role is to create an environment where employees can do their best work, communicate clearly and access support where needed.

Small changes to communication, structure and workplace practices can often make a significant difference.

Below are some strategies you can use to support neurodivergent employees and help them perform at their best. You can also access the [Manager Assistance Program through PeopleSense by Altius](#) at any stage for confidential guidance from a qualified psychologist. Manager Assistance can help you enhance your understanding of neurodivergence, consider appropriate workplace supports, respond to concerns and identify practical steps that support both the employee and the team.

1. Start with the person, not the label

Avoid assumptions about what support an employee may need. Instead, focus on understanding how they work best. Manager Assistance can help you plan respectful, individualised conversations and consider how to explore support needs without making assumptions.

2. Communicate clearly and consistently

Provide clear expectations, specific feedback and work with the individual to collaboratively develop the most effective communication strategies. Manager Assistance can help you consider how to adapt your communication style and provide information in a way that supports understanding and consistency.

3. Focus on strengths

Look for opportunities to align work with an employee's strengths, interests and preferred ways of working. Manager Assistance can help you think through role expectations, task allocation and practical adjustments that support the employee's contribution while maintaining team and business needs.

4. Create an inclusive team environment

Normalise different communication styles, provide multiple ways for people to contribute and address inappropriate behaviour promptly. Manager Assistance can help you respond to team dynamics, manage sensitive situations and reinforce respectful workplace behaviours.

5. Seek guidance when needed

If you are unsure how to respond or support an employee, access the [Manager Assistance Program](#) early for guidance and advice. Speaking with a qualified psychologist can help you consider your options, prepare for next steps and support the employee in a fair, respectful and practical way.

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