



**GLOBAL CONNECTIONS: EMPOWERING
NEURODIVERSITY IN THE LOGISTICS INDUSTRY**



What is neurodiversity?

Neurodiversity refers to the different ways a person's brain processes information.

It is an umbrella term used to describe alternative thinking styles such as Dyslexia, DCD (Dyspraxia), Dyscalculia, Autism Spectrum Condition (ASC) and Attention Deficit Hyperactivity Disorder (ADHD).

15% of the UK population are neurodivergent. They have unique talents and qualities and can excel in certain areas; for example, creativity, hyper-focus and thinking outside the box. In the right environment that allows them to fulfil their potential, their difference can bring real value to any organisation.

Unfortunately, many organisations see neurodiversity as an after-thought.

According to The Power of Difference Report, **50%** of respondents stated that they would be uncomfortable employing or line managing someone with a neurodifference.

The Great Big Workplace Adjustments Survey (2019-2020) found that **34%** of employees have not asked for adjustments because they fear their manager would treat them differently.



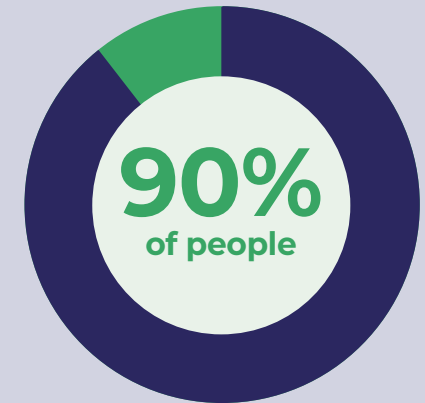
Why is neurodiversity good for business in the logistics industry?

The logistics sector has a critical role to play in powering the global economy. In the UK alone, the logistics industry employs over 2.6 million people, which is 8% of the UK's workforce. However, demand for trained and talented employees outstrips supply in the industry.

Several reports indicate that between 63% and 76% of employers are facing recruitment difficulties as candidates do not have the right skills. Research has also identified a lack of diversity in the industry, with an ageing and largely white, male workforce.

Attracting and empowering neurodivergent talent could help to address the industry's skills gap and increase diversity in the workforce.

Despite employing over 2.6 million people within the logistics sector, over 90% of people have never considered it as a career path.



(Generation Logistics Benchmarking Research, 2022)





Neuro-inclusive practices, including recruitment, talent management and employee support, are vital to unlocking skills and empowering neurodivergent talent to thrive, which can create a competitive advantage for your organisation.

A neuro-inclusive logistics sector is good for business. It can bring:

- Diversity of thought
- Innovation
- A positive culture
- Improved customer relationships
- Enhanced employee performance, engagement and wellbeing
- Increased retention
- And more!

Diversity and inclusion are also increasingly important to clients and investors.

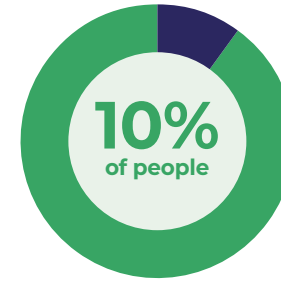
The industry is facing particular challenges in meeting demand for drivers, warehouse staff and managers, as well as an increasing need for digital and environmental skills and knowledge.

Neurodivergent individuals often have skills relevant to these roles, including practical problem solving, the ability to spot patterns and trends, logic, attention to detail and an ability to develop and adhere to processes. **Many also have the skills needed for strategic and leadership roles**, such as big picture thinking, creativity, adaptability and strong verbal skills.



The logistics sector has an important role to play in creating opportunities, unlocking talent and removing barriers facing neurodivergent employees. This will pay dividends for both individuals and the future of the industry on a global scale.

To address skills shortages, the sector must become more attractive to young people, and those from diverse backgrounds.



Only 10% of people overall (and 7% of young people) would see a career in logistics as highly appealing.

(Generation Logistics Benchmarking Research, 2022)



The industry is already working to attract new talent, through initiatives such as Generation Logistics.

Case Study Example: What does this look like in the real world?

1. Claire is autistic. She has great attention to detail, can focus for long periods and enjoys the routine of long journeys so her role as an HGV driver suits her well.

2. However, changes to working practices led to her doing different shifts every day, sometimes with last minute changes to jobs. She felt overwhelmed by the change in routine, inability to plan and interactions with different people every day. Her manager didn't understand her reaction, and said she should be more flexible.

3. Claire decided to disclose her autism diagnosis to her manager, and was referred to Lexxic for a Workplace Needs assessment (to identify support that could enable her to perform at her best in her role).

4. Claire and her manager talked through the recommendations with one of Lexxic's expert coaches. They agreed that Claire would be given a regular shift pattern and advance notice of changes. Her manager and team completed training on autism which helped them to understand and communicate with Claire more effectively.

5. Claire is happy in her role and team again, and performing well.





It is important to consider all areas of the employee lifecycle when developing neuro-inclusive practices:

- Recruitment and hiring practices
- Onboarding
- Adjustments processes
- Talent management
- Ensuring all processes are communicated effectively across your organisation





There is an opportunity now to really build neuro-inclusivity into these efforts, to maximise the potential of the relatively untapped neurodivergent talent pool.

Lexxic can help you!



Lexxic are leaders in empowering neurodiversity. As a specialist psychological consultancy with over 15 years experience, we believe that all minds belong. So it is our mission to inspire a world that supports and values the talents of neurodivergent minds, empowering individuals to be their authentic selves while setting them up for success in education, the workplace and beyond.



We maintain strong working relationships with the people we work with, adapting to suit needs and requirements where necessary. We are not only reacting, but shaping the industries we work in, and with our expertise we can show you the way.



Lexxic is the perfect neurodiversity partner for the logistics industry, because we can offer global solutions to global organisations, providing a one-stop-shop for neurodivergent individuals and their organisations, wherever they are in the world.



In addition to our one-to-one support for neurodivergent individuals, there are many ways Lexxic can help your organisation on its journey to become neuro-inclusive. Here are a few of our top recommendations...



1. Neurodiversity Smart Assessment & Accreditation

Neurodiversity Smart® is our maturity model which takes organisations on a journey to become neuro-inclusive across all aspects of their business.

The assessment process

The assessment and accreditation process allows you to gather evidence in relation to the ND Smart inclusion criteria which will be reviewed by our neurodiversity experts to identify your strengths and areas for improvement.

You will receive:

A comprehensive report and recommendations, and our neurodiversity experts will work with you to produce a roadmap for future action. A ND Smart accreditation award at committed, certified or champion level, which will enable you to demonstrate your ND Smart credentials to your employees, customers and partners.

Neurodiversity Smart Model



“ Completing the assessment and accreditation was really interesting, the questions were so helpful and made us look beyond the obvious. It was very thought provoking and generated some great conversations. There are areas where we can improve and areas where we unexpectedly found pockets of great focus. The really humbling part for us as individuals completing the assessment, was discovering areas in the business where we have already made a difference with our employee community for disability, Thrive! ”

Su Greatrex, PMO Manager - Cadent

Cadent
Your Gas Network



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2. In-depth Audits

Lexxic offers in-depth audits which provide a detailed, expert review of specific segments of the Neurodiversity Smart model model, including environment, adjustments and recruitment.

For example, a recruitment audit would review key job advertisements, application forms, selection and onboarding processes, supporting you to develop neuro-inclusive recruitment processes that will enable you to attract the best talent for your business. An audit can help you and your neurodivergent employees to think creatively about how your working environment and practices can be made neuro-inclusive.

This is particularly important in practical working environments where the challenges and solutions may be different to office environments.



3. Awareness Workshops & Webinars

Lexxic's awareness workshops and webinars enable you to increase understanding of the value of neurodiversity across your organisation, with practical advice tailored to the particular needs of your organisation, and the interests of different teams and roles within it.

Workshops and webinars are engaging, informative and interactive, delivered by our experts in neurodiversity.

Here are some popular workshop and webinar topics:

- The Value of Neurodiversity in the Workplace
- Workplace Adjustments & Technology
- A Neuro-inclusive Working Environment
- Recruitment & Talent Acquisition
- Leadership & Line Management

Our sessions are available individually or can be part of a co-designed programme.

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4. Neurotalent Unlocked – e-Learning Modules

Broaden your organisation's awareness of neurodiversity with our two **brand new** e-Learning modules! The perfect step in your journey to creating a workplace where **all minds belong**.

Designed and created by psychologists and neurodivergent individuals with over 15 years experience, our two new modules include:

**An Introduction to Neurodiversity
in the Workplace**

**Neurodiversity Awareness for
Line Managers**

[Click here to find out more!](#)

We also have six new updated skills modules coming soon for neurodivergent individuals, please feel free to ask us about these!



5. Co-creating Policies, Strategies & Toolkits

Our expert consultants can partner with you to develop a tailor-made neurodiversity policy or strategy for your organisation. We can also work with you create tailormade toolkits, providing practical advice and resources for employees.



6. Neurodiversity Passport

Lexxic can provide you with a Neurodiversity Passport, tailored to your particular requirements, which can be used by neurodivergent individuals and their line managers to provide a record of their key strengths, workplace challenges and any adjustments or support that have been agreed to enable them to perform at their best.

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Lexxic can help you!



7. Apprenticeship Support

Apprentices are vital to developing your talent pipeline and 1 in 4/5 are thought to be neurodivergent. Apprenticeships have a 47% apprenticeship dropout rate (UK Government, 2022) so it is imperative that apprenticeship schemes support different learning styles to facilitate success and retention.

- We can work in partnership with you to conduct an audit of your apprenticeship programme, undertaking a comprehensive review of your recruitment processes as well as your policies, tools, training, content and resources, and making recommendations to ensure they are neuro-inclusive.
- We also offer a triage service for apprentices and graduates during their onboarding. It will identify individual strengths, development areas, and characteristics associated with neuro-differences, identifying those who would benefit from a formal assessment. This will ensure that new starters are empowered and understood from the moment they join your organisation, setting them up for success.



[Enquire today: lexxic.com/resources/logistics](https://lexxic.com/resources/logistics)

Get in touch with us today to start your journey to become neuro-inclusive!

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Address

Lexxic Ltd
Unit CH3.20
Kennington Park
1-3 Brixton Road
London
SW9 6DE

☎ +44(0) 330 311 2720

✉ hello@lexxic.com

@ www.lexxic.com



Partners of Neurodiversity
Celebration Week



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