



DIVERSITY PROJECT

# NEURODIVERSITY TOP 10 TIPS

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To attract neurodivergent candidates and to be able to fully benefit from the neurodiverse make-up of their workforce, investment management firms could consider the following:

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## Recruiting neurodivergent talent

### 1/ Simplifying job descriptions

They should be concise, with clear distinctions between must-haves and nice-to-haves.

### 2/ Demonstrating that neurodivergent talent is welcomed

This could be achieved by including case studies on recruitment websites, and/or by including a commitment to neurodiversity in job descriptions.

### 3/ Posting job vacancies on dedicated websites

For example, charity AutismSpeaks runs an online job board, and the LinkedIn group 'The Spectrum Employment Community' is dedicated to employment for people on the autism spectrum.

### 4/ Interview training

Interviewers should be aware that neurodivergent candidates will often directly respond to the question asked and may not know how to expand in ways that will highlight their additional skills or experience. Training can help interviewers ask the right questions and interpret responses they receive from candidates.

### 5/ Feedback on interview performance

Many neurodivergent candidates struggle to read between the lines. It will help them if interview feedback is concise and to the point. This applies in particular if you decide not to take forward discussions.

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## Retaining neurodivergent talent

### 6/ Workforce education

Neurodivergent colleagues often approach problems differently and come up with different solutions. Without any knowledge of neurodiversity, there is a risk that such differences are considered disruptive within a team.

### 7/ Tackling biases

Ensure that neurodivergent individuals are not disadvantaged because they do not seem 'a good fit'. Biases need to be tackled not just in recruitment processes, but also career progression and performance measurement.

### 8/ Allowing for accommodations

Neurodivergent talent typically will not require expensive adjustments. Simple changes can make a big difference, for example not having to hot-desk, or being able to work from home one or two days a week.

### 9/ Providing career support

Neurodivergent employees are often not aware of career opportunities, as they may struggle to understand an organisation's structure, or do not know how to network or what to say. Mentoring or coaching can help.

### 10/ Leadership sponsorship

It is well known that leadership drives inclusion. Hiring and retention efforts will be more successful if senior management teams are aware of the benefits of neurodiversity. If appropriate, leaders could also be appointed programme sponsor.

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Source: neurodiversitynow.com

