

Understanding Your Strengths of Neurodiversity

Many neurodivergent people experience a "spikey" profile. This means they are exceptionally skilled in some areas, and have extra support needs in others.

STRENGTHS MAY BE

Focusing Deeply

Uninterrupted focus allowing for learning a lot about a topic

Pattern Recognition

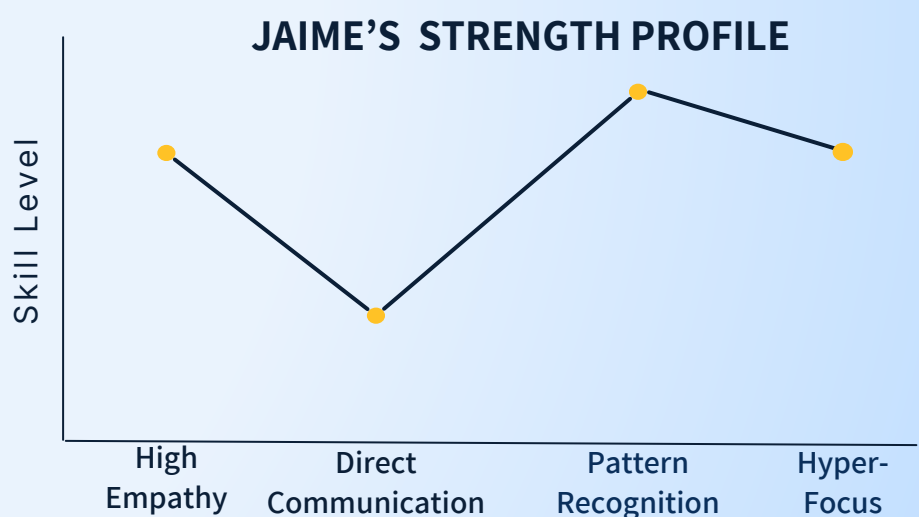
Seeing patterns that others may not notice, connections, and out-of-the-box solutions

Direct Communication

Speaking honestly and clearly, and structuring ideas

High Empathy

Strong awareness of others' perspectives, feelings, and needs



Managing a spikey profile helps showcase your strengths and nurture your needs.

SUPPORTS THAT CAN HELP

Sensory Tools

Noise-cancelling headphones, adjustable lighting, quiet spaces

Process Tools

Meeting recordings, written follow-ups, captions

Flexibility Tools

Flexible hours, communication method, scheduling

STRATEGIES

Choose & Customize Your Job Duties

Look for "good signs" : Job duties you would prefer

Avoid "warning signs" : Job duties you would not prefer

Establish Sensory Boundaries

Physical set up: quiet spaces, visual boundaries

Structure Your Time

Scheduling specific times for specific tasks, flexible hours

Effective Communication

Communicate your boundaries and how to assign tasks