

Supporting Employees with ADHD and Dyslexia

# Neurodiversity in the Workplace

Maximize Potential, Increase Productivity, Improve Retention



## Maximizing Employee Potential

# Neurodiversity in the Workplace

Forward-thinking organizations are recognizing that recruiting, retaining, and adapting to a more neurodiverse workforce offers real opportunities to enhance their competitive edge.

While a growing number of companies actively recruit individuals with autism, many are less familiar with other “invisible” differences, such as attention deficit/hyperactivity disorder (ADHD) and language-based learning disabilities such as dyslexia. Moreover, once hired, these individuals are often overlooked or marginalized in their organizations.

- 1 in 7 adults has some form of learning or attention issue
- 40 million adults are dyslexic — many of whom are undiagnosed
- ADHD affects 4% to 5% of adults nationwide

*Fewer than 10% of all employers actively consider neurodiversity in their hiring and management practices. Are you among those recognizing its value?*

*Are your managers prepared to recognize and support the needs of neurodivergent team members — at every level?*

*Do you want to create a more inclusive culture for neurodivergent staff, but are unsure how to do so?*

# Why Neurodiversity Should Be Part of Your Company's Growth Strategy

In a business climate where job openings go unfilled, it is estimated that 80% of the nation's neurodivergent adults are underemployed or jobless, even though many have the requisite training and talent.

Many of the tasks that pose the greatest challenges to employees with ADHD and dyslexia can be accomplished through technology and work-around strategies — making it possible for employers to maximize the strengths and talents of these employees at entirely new levels.

**You've already invested heavily in neurodivergent employees.**

You have recruited, hired, and trained neurodivergent staff, even if you do not know it due to their "invisible" differences. Programs for neurodivergent employees help companies improve overall productivity and retention.

**Everyone learns differently.**

Helping your managers develop the skills and sensitivity toward neurodiversity has a ripple effect on communication, productivity, and employee interaction.

**ADHD is associated with special talents.**

Individuals with ADHD are often entrepreneurial — as well as divergent and novel thinkers who don't follow common assumptions when problem solving.

**There's more to dyslexia than reading and spelling.**

Creativity, communication, initiative-taking, and empathy are among the hallmarks of dyslexic thinking.

# Partnering with Us

The Landmark College Institute for Research and Training (LCIRT) engages in federally- and foundation-funded research on neurodiversity. LCIRT is recognized worldwide for its innovative, unique, and in-depth support of neurodiverse individuals in the classroom and the workplace.

- Current research areas of focus include Fixed to Growth Mindset, Learning through Video Games, and Online Social Presence.
- Customized workplace-focused training topics include Supporting Neurodivergent Employees in the Workplace, Creating a Neurodiversity-Friendly Workplace, and Supervising Neurodiverse Employees for Success.
- Dell Inc., SAP, Microsoft, JPMorgan Chase, and EY are among the forward-thinking Fortune 500 organizations partnering with us on our annual series on neurodiversity in the workplace.

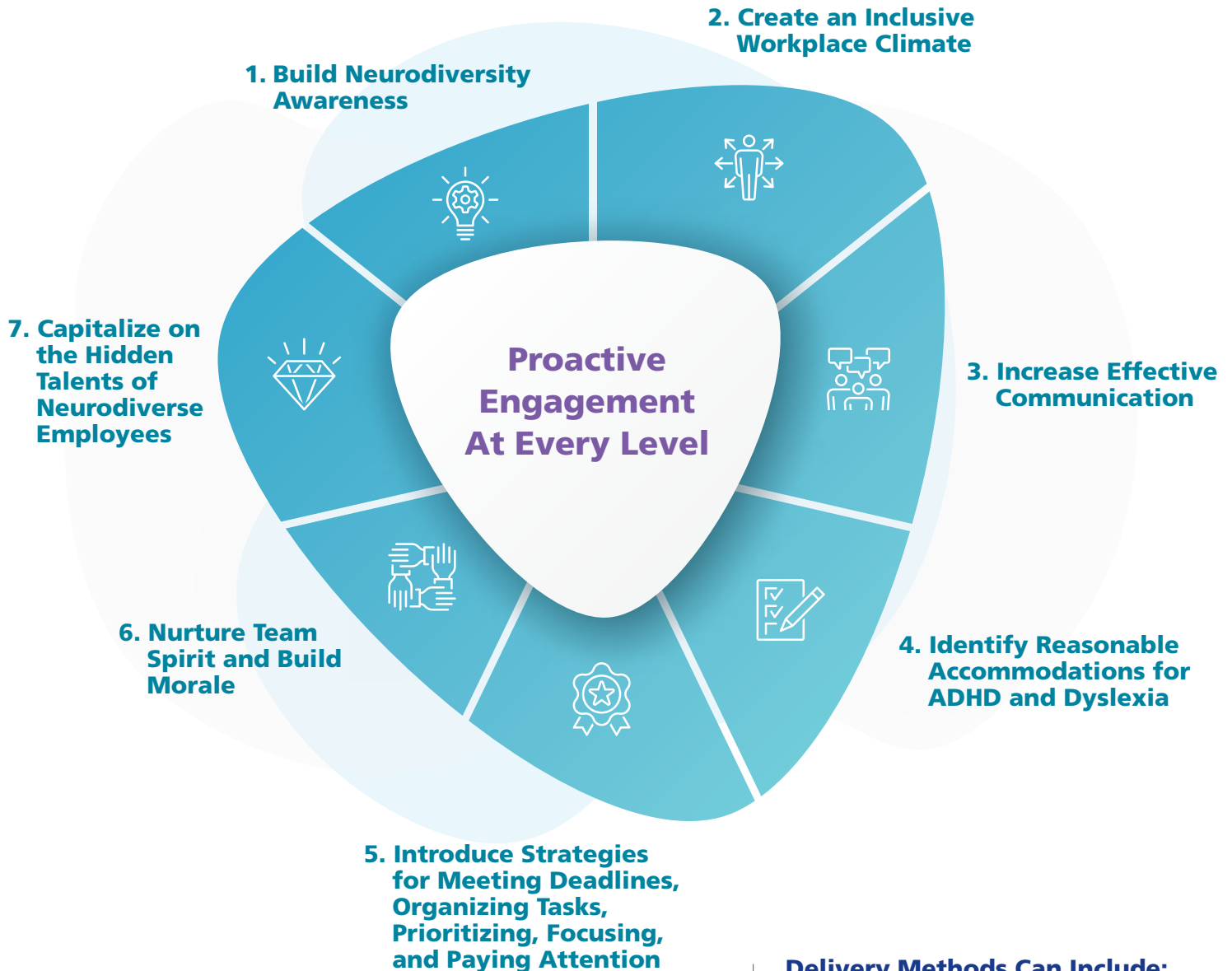
**To learn more about our online and in-person corporate training services, please contact:**

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Our Services:

# Supporting Your Company's Success



## Delivery Methods Can Include:

- Virtual webinars
- Online orientations
- Onsite workshops
- Comprehensive work-at-your-own-pace asynchronous training modules
- Ask-the-expert video conferences



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