



Neurodiversity celebration week



“Neurodiversity Celebration Week is a worldwide initiative that challenges stereotypes and misconceptions about neurodevelopmental disorders and learning disabilities. NCW 2024 is taking place from Monday 18 March - Sunday 24 March”.

“Neurodiversity” is a word used to explain the unique ways people's brains work. While everyone's brain develops similarly, no two brains function just alike. Being neurodivergent means having a brain that works differently from the average or “neurotypical” person. In today’s workplace, Neurodiversity is a fairly new, but often used word, which really, at its core means “different”.

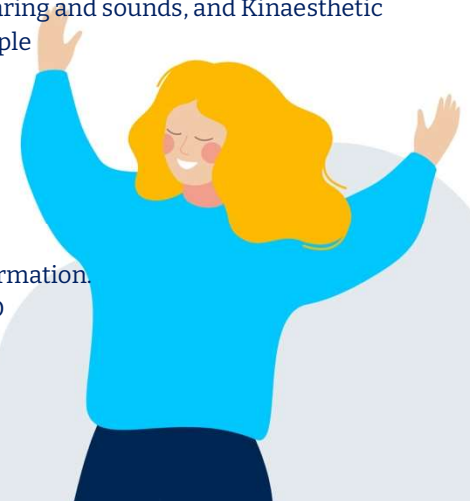
What is a neurodiverse person?

“Neurodiversity describes the idea that people experience and interact with the world around them in different ways; there is no one “right” way of thinking, learning, and behaving, and differences are not viewed as deficits”.

Most people are neurotypical, meaning that the brain functions and processes information in the way society expects. However, it is estimated that around 1 in 7 people (more than 15% of people in the UK) are neurodivergent, meaning that the brain functions, learns and processes information differently.

We already know that we all have different ways of better understanding the world. We speak about the channels we use to process information, which are Visual (we see or create a picture), Auditory (we use hearing and sounds, and Kinaesthetic (tastes and smells which take us back, or remind us of...). The highest percentage of people are described as Visual, so language such as “I see what you mean”, “Let’s see what happens”, “In my mind’s eye“ are all typical of a “visual person”. Auditory is next and typical language would be “I hear what you’re saying, “Let’s talk about...”). Fewer people are described as Kinaesthetic. They would use phrases such as “he has a taste for...” or “Something smells off with this”, and so on.

So, Neurodiversity refers to the different ways in which a person's brain processes information. It is an umbrella term used to describe alternative thinking styles such as Dyslexia, DCD (Dyspraxia), Dyscalculia, Autism and Attention Deficit Hyperactivity Disorder (ADHD).





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There are many strengths of neurodiverse people:

These may include:

- Strong pattern recognition
- Analytical thinking
- Deep focus
- Enhance Memory

Heightened sensory awareness, creativity and visual processing skills are also common.

Benefits of having workplace cultural diversity:

In terms of a neurodiverse workforce, instead of organisations being concerned about difference, the difference should be seen as a positive and embrace the benefits, such as:

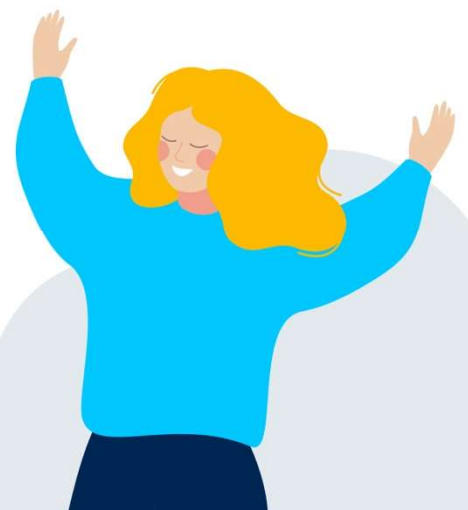
- Increased creativity
- Boosts Productivity
- Various Perspectives
- Improved Innovation
- Faster Problem Solving
- Improve Decision Making
- Reduced Employee Turnover
- Helpful Language Skills

We all live in the same world, but that world is experienced differently by all of us. Instead of being stuck in terms of what is seen as normal, embracing and celebrating difference can allow individuals and organisations to grow, and develop to be fully inclusive.

If you would like to view the Webinar on '**Neurodiversity celebration week**' this is being delivered live on **Monday 18th March 2024 at 12pm**, please use the below link to register for this session

<https://attendee.gotowebinar.com/register/4912321522141993565>

If you are unable to join the webinar live, a recording of the session can be accessed using the same link above after the webinar has taken place.



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