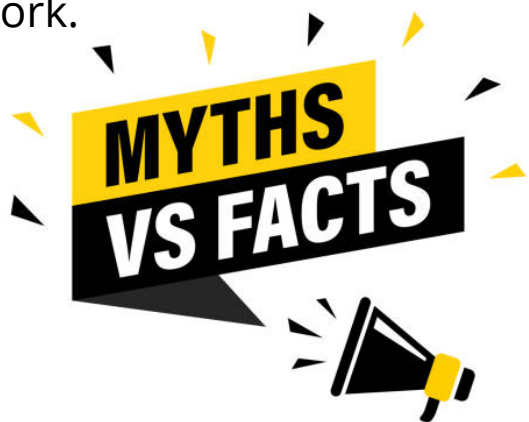


What is Neurodiversity?

“Neurodiversity” is a respectful way of thinking about the different ways the brain works and interprets information; it describes the idea that people experience and interact with the world around them in many different ways. The term “neurodivergent” is used by individuals to describe a range of [their own] neurodiverse conditions including **Autism, ADHD, Dyslexia** (reading-related), **Dyspraxia** (movement-related), **Dyscalculia** (number-related), **Tourette’s** (nervous system-related) – and others – that result in a range of atypical thinking, learning styles, & behaviors. In construction, awareness of different needs and talents is essential to eliminate stigma, retain diverse perspectives, invite the next generation of workers, and demonstrate an inclusive culture that supports happiness & safety at work.



- Presume competence. Neurodivergence does not indicate an intellectual disability.
- ADHD is not caused by laziness or lack of discipline.
- Autism is best understood as a spectrum of traits, not a linear rating of ‘high or low functioning’. Autistic individuals can have different expressions or combinations of traits.
- Labels can be a starting point for conversation or common ground, but never describe a person.

Neurodivergent people tend to process information in various and sometimes unique ways. Recent studies have shown that they often have excellent problem-solving skills, are able to sustain focus over long periods of time, have data-driven thinking, an ability to see patterns and trends, and are able to process information very quickly.

The biggest strengths that come from thinking differently can be cultivated by leaders by simply getting to know our people and fostering a culture of learning and acceptance.

Autism and other neurodiverse conditions represent a range of neurological differences that may be accompanied by behaviors that are often misunderstood: Sensory differences can result in distraction *or* hyperfocus for an individual trying to accomplish a task. These can include high *or* reduced sensitivity to light, sound or touch. Some individuals may be uncomfortable in social situations. Some may engage in conversation using a frank manner or by taking/giving information literally. It is important to understand that eye contact can be overwhelming and, like handwriting quality or clarity of speech, does not reflect the individual’s ability to listen or comprehend.

Why are we talking about this?

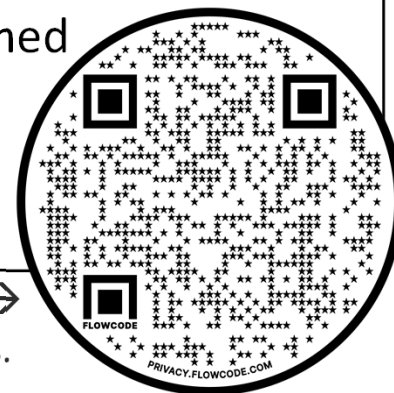
- To build a supportive culture within our teams, we need to hear new perspectives.
- To educate people on the unique strengths and skills neurodivergent people can have.
- To reduce stigma and eliminate myths around neurological and cognitive differences in an industry that is hypothesized to contain a higher population of neurodivergent individuals (as compared to general industry).

All Members of Our Team Add Value

We all bring different skillsets to our crews and teams. Learning more about each other can inspire increased productivity and happiness on the job.

Everyone benefits from:

- Clear direction & confirmed comprehension
- A safe culture to express their needs



Check out the **Genius Adjustment Screener** →

A free report tool that will allow you to explore work-related strengths and struggles.