

Thinking differently about neurodiversity



Why should your businesses invest in neurodiverse employees

At least one in six working-age adults are neurodivergent in some way. Neurodiversity has always been around us, whether people have a diagnosis or not. Workers who think differently often have pronounced strengths that bring great value to their workplace.

However, most workplaces are not designed to include these natural variations in thinking.

When businesses commit to inclusivity, your company can draw from the broadest talent pool available. Organisational diversity and inclusion that seeks to embrace and maximise the talents of people who think differently have the opportunity to gain powerful competitive advantages with the new, untapped skill sets that neurodiverse employees possess.

Creating equal workplace opportunities that make everyone feel included can demonstrate a commitment to equity in the workplace and the desire to move past just being compliant. Employees who feel supported by an employer benefit from improved mental health, are happier and more productive.

How can Onebright support?

Onebright is passionate about ensuring employees can work to the best of their abilities. Awareness training for managers and peers creates a knowledgeable and open workplace for neurodiverse employees. We provide a range of services to employee's accessing mental healthcare, including:

- **Awareness training**
- **Screening & assessment**
- **Post-diagnostic interventions**

Awareness training

Onebright neurodiversity awareness training for line managers, HR and OH is delivered by a mental health clinician and provides a safe space to ask questions about neurodiversity. This training module offers insights into the following:

- Behaviours in the conditions
- Strengths
- What you might see in the workplace
- Terminology
- Communication styles
- Workplace adjustments
- Support options

Screening & assessment

Our tailored screenings and assessment for autism and ADHD ensure the entire treatment pathway is taken care of from start to finish.

Screening

The employee is sent a brief online questionnaire to screen for common traits in a neurodiverse condition and indicate if a full assessment is indicated/appropriate.

Psychiatric diagnostic assessment

A diagnosis is integral to supporting employees and is essential when working towards achievable vocational or occupational outcomes.

Onebright's assessments follow clinical best practice, including:

Input from a support network

A clinician will ask friends or family members questions about developmental milestones and behaviours to fully understand an employee's developmental history.

Flexible approach

Clinicians will use a combination of in-person interviews and digital questionnaires to complete a comprehensive review of the individual.

Reliable clinical tools

The assessment takes between 3-9 hours to complete, uses specialist clinical tools and adheres to national clinical guidelines.

Structured report

A clinician will deliver a comprehensive diagnostic report with clinical, home and workplace considerations.

Post-diagnosis intervention

Accessible therapy support for employees

Getting a diagnosis can be a life-changing event. Therefore, there must be support available after an assessment has been carried out. Onebright services include:

Therapy: Cognitive Behavioural Therapy with a neurodiversity specialist to learn tools and techniques to improve activities of daily living in light of the diagnosis.

Work recommendations: A detailed report from a psychiatrist that can be shared with employers. Adapted Cognitive Behavioural Therapy: CBT is delivered by clinicians, offering a practical focus for real-life impact.

Medication: If medication is recommended, the assessing psychiatrist stabilises medication and then completes a controlled handover to a GP.

Wider and familial mental health: Not receiving an expected diagnosis can be equally life-changing for employees, Onebright's service will support them to accept this and manage other mental health symptoms.

Supporting a child to move through the assessment process can be anxiety provoking for a parent and the mental health impact can affect them in the workplace. Parental and family mental health support is available.

Get in touch

Speak to your Onebright contact



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