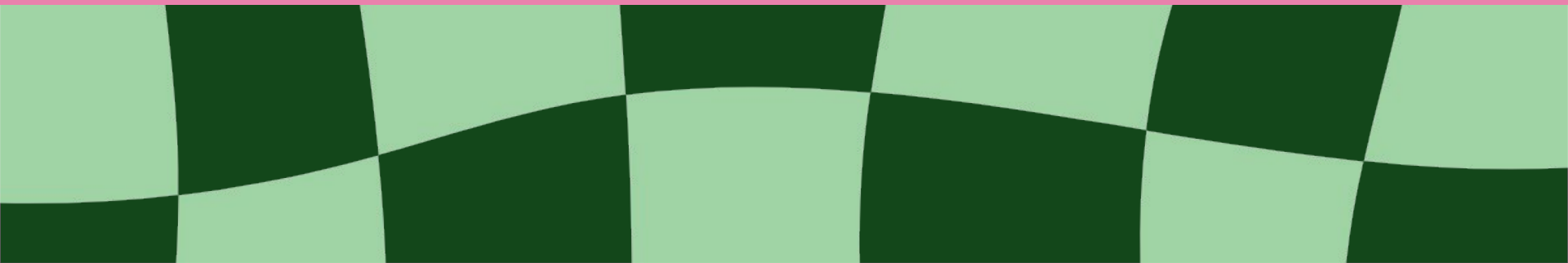
Your Neuro-inclusive Workplace Toolkit

Isi Turner

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About Me

Fell into marketing in data consulting

Started public speaking in 2024

Got my ADHD diagnosis in 2025

Starting freelancing in 2026!



ADVANCING ANALYTICS

What actually is neurodiversity?



What does it look like?

Struggle to focus, fidgety

Struggle with transitions

Struggle with social interactions

Take things literally

Rejection sensitivity

Repetitive behaviours

Masking

Work persona	Use social scripts	Stim in subtle ways	Forcing eye contact

Outside:

Confident
Make jokes
Natural leader

Inside:

Anxious
Trying to fit in
Need control



Neurodiversity is a disability

Often invisible

ND doesn't have a 'look'

"Everyone has ADHD nowadays"

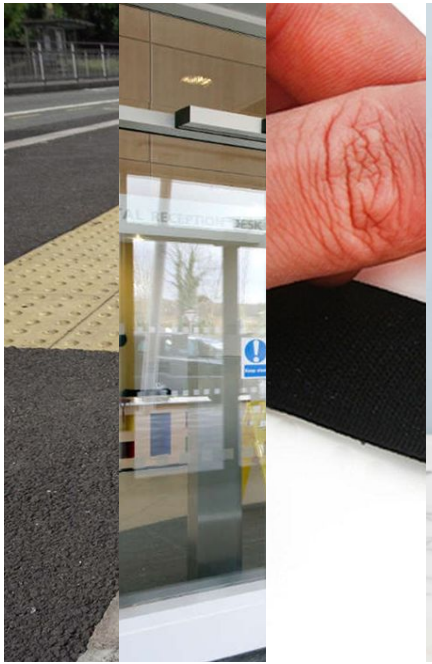




Reframing ‘reasonable adjustments’



Innovations for disabled people benefit everyone





Workplace adjustments that benefit everyone







What difference does it make?



“What adjustments might be needed?”



Communication

Written task framework

Format & style of comms

Language: be specific, add clarity

Tools: AI notes, screen reader, speech-to-text



Organisation

Visual task tracker

Regular check-ins

Extra time for tasks

Structured routines

Visual cues/reminders



Environmental

No hot-desks

Standing desk/ unusual chair

Earplugs/ headphones

Stimming tools

Flexible hours/ WFH



“How do I implement reasonable adjustments?”



As a manager:

1. Check company policy
2. Assess request
3. Be proactive
4. Be consistent

Suspected ND as a manager

Keep your opinions to yourself but suggest adjustments

Have an honest conversation with them about it



As a ND employee:

1. Figure out what you need
2. Approach manager
3. Be aware of your rights
4. Track what works

A culture of inclusivity

Equity over equality

Kindness is key

Cusiority & communication



Resources

Further reading

PDF/article:

Workplace adjustments for neurodiverse colleagues – Business Disability Forum

Adjustments for neurodiversity - ACAS

Books:

Unmasked - Ellie Middleton

ADHD Works at Work - Leanne Maskell



Thank you!



Your Neuro-Inclusive Workplace Toolkit

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