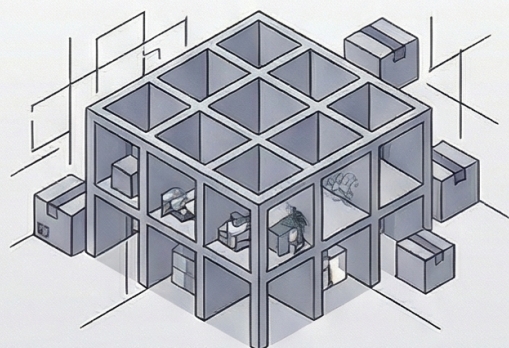


# Beyond Awareness: A Blueprint for Neuroinclusion

An estimated 15-20% of the global workforce is neurodivergent.  
Traditional "neuronormative" assumptions exclude valuable talent.

## THE PROBLEM: THE "NEURONORMATIVE" WORKPLACE



**Workplaces designed for a neurotypical 'default'**



This 'neuronormativity' shapes everything from interviews to office layouts and communication styles.

**Significant organizational costs**

Lost talent in recruitment



Higher employee turnover



Reduced innovation capacity



**Neurodivergent employees face major barriers**



Disclosure dilemmas



'Passing' to fit in



Performance systems not suited to them

## THE SOLUTION: HR-LED CO-DESIGN



**Shift from designing *for* to designing *with* neurodivergent employees**



Co-design positions neurodivergent individuals as co-architects of workplace systems, policies, and culture.

**Key Co-Design Interventions**



Collaborative inquiry



Inclusive policy creation



Relational support pathways

**A more inclusive and effective organization**



Enhanced recognition



Realized potential



Better engagement



Reduced barriers