



EVERYBODY BENEFITS: EMPLOYEE GUIDE

Celebrating the diversity of neurodiversity



A woman with teal hair is sitting at a desk, looking at a laptop. A warm lamp is visible in the background.

You're not alone

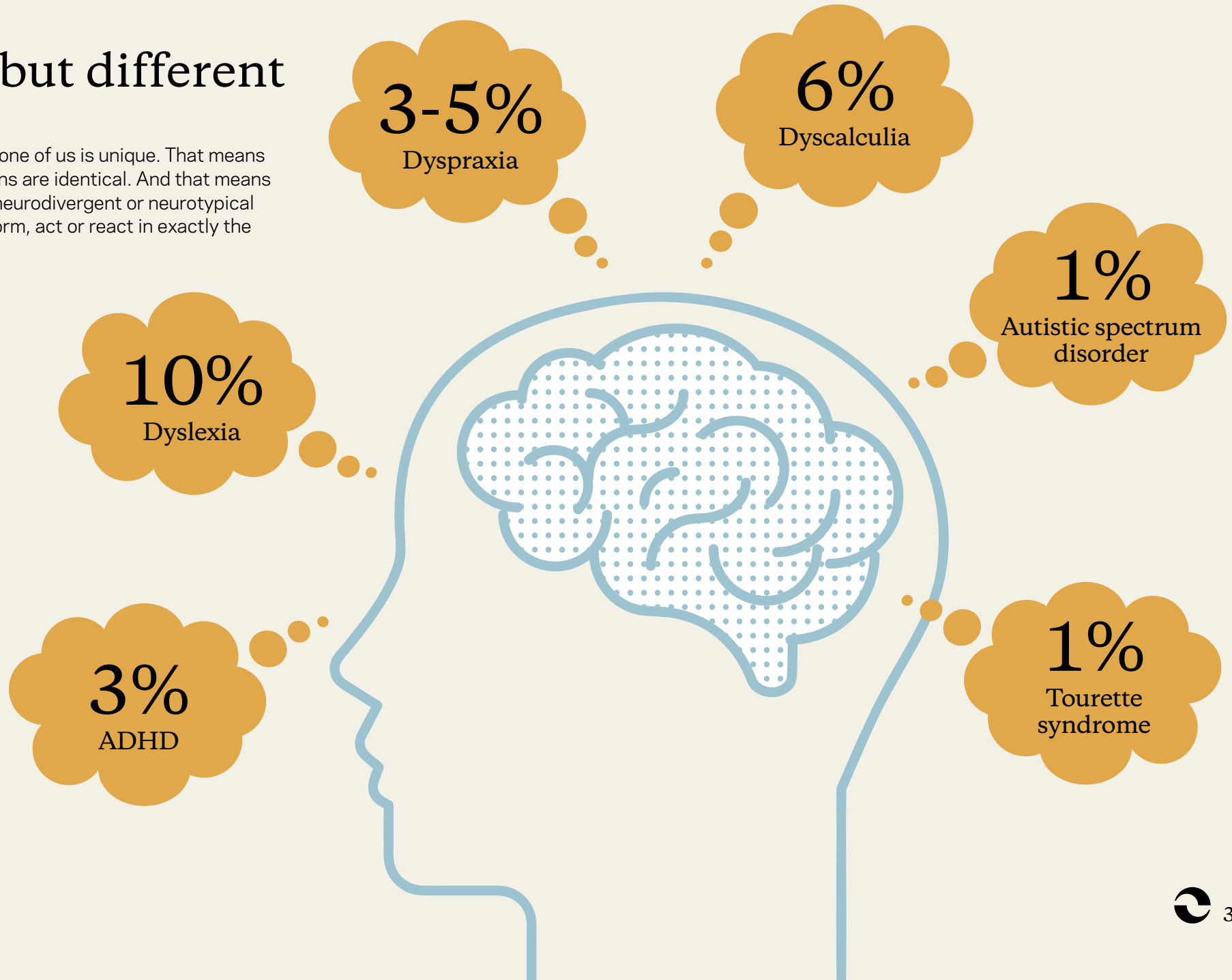
It is estimated that around one in seven people are 'neurodivergent', meaning that their brain functions, learns and processes information differently.

That's a lot of people who may have been misunderstood, misdiagnosed and even mistreated because of their condition.

Around
1 in 7
people in the UK are
neurodivergent

Same but different

Each and every one of us is unique. That means that no two brains are identical. And that means no two people, neurodivergent or neurotypical think, feel, perform, act or react in exactly the same way.



“I don’t need to be cured!”

Until recently, neurodivergent individuals were often labelled as aloof, unsociable or loners with odd habits and unusual behaviours and mannerisms.

They were all too often pigeon-holed as having either learning difficulties or ‘super-brains’. Some were labelled ‘lazy’ as they could master some of the most difficult things easily but struggled with tasks others found simple. Others were classed as ‘naughty’ or ‘disruptive’ as tasks would not hold their attention.

Does this sound familiar?

The truth is that neurodiversity is simply part of the rich tapestry of life which blends differences in our culture, religion, gender or sexual preference and taste in films and football teams!

We all have our own weird and wonderful personalities, humour, quirky habits, mannerisms and moods.

We all bring our own strengths (and weaknesses!) to the workplace party!

Now is the time to celebrate that we are all **delightfully different** - and ubiquitously unique.

Up to
50%
of people with
dyspraxia will
have ADHD

Go all inclusive

The good news is that Diversity, Equity and Inclusion (DEI) initiatives are shining in the boardroom spotlight. The stigma is being broken down by social media, film, TV and stage - and the current discourses within society to tackle bias in all forms.

The narrative surrounding neurodiversity is getting louder thanks to celebrities and public figures who are talking openly about their experiences.

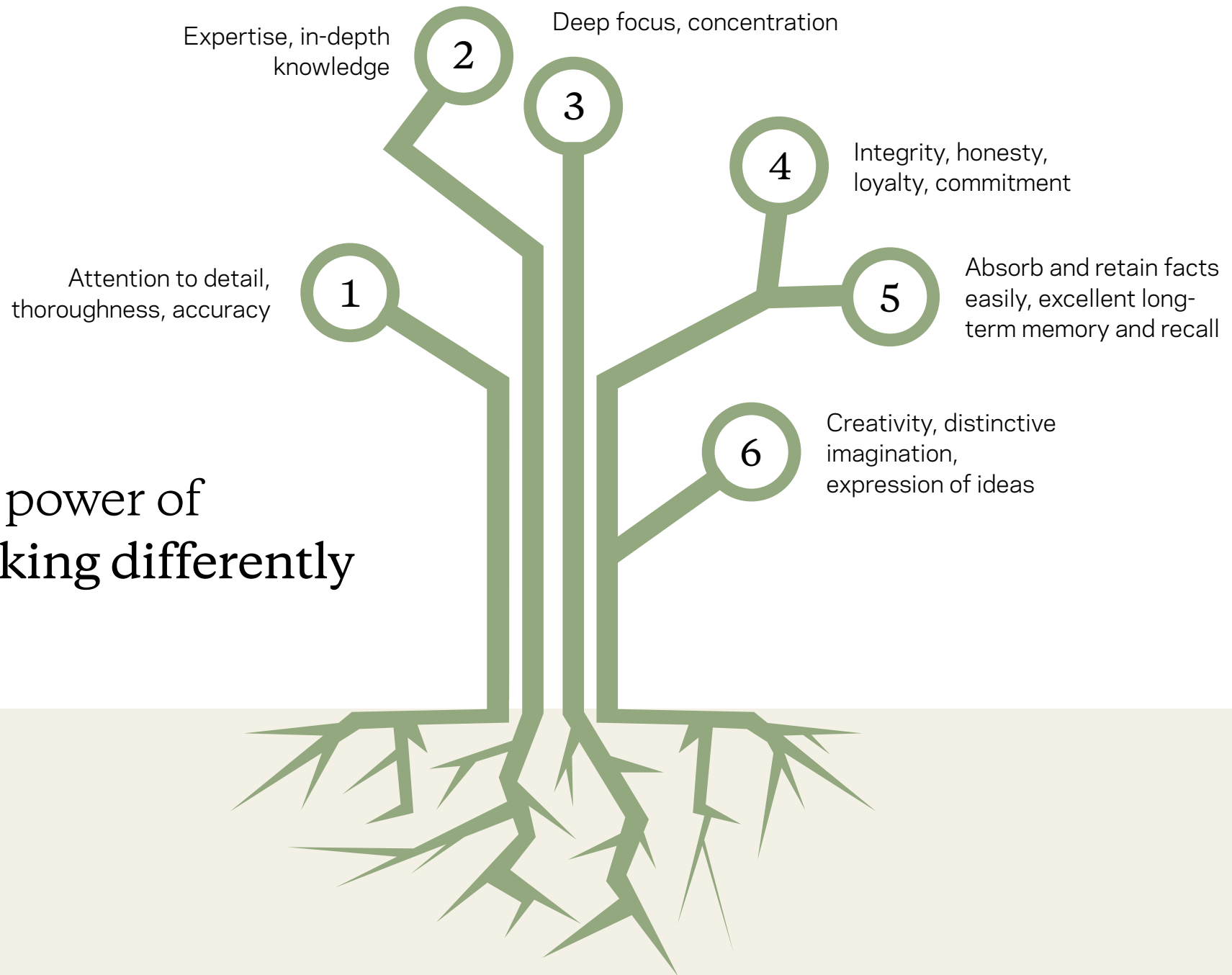
If you are neurodiverse, you're in good company. David Beckham, Ryan Gosling, Stephen Fry, Steven Spielberg, Billie Eilish, Emma Stone, Robbie Williams, Emma Watson, Tom Holland, Jennifer Aniston...

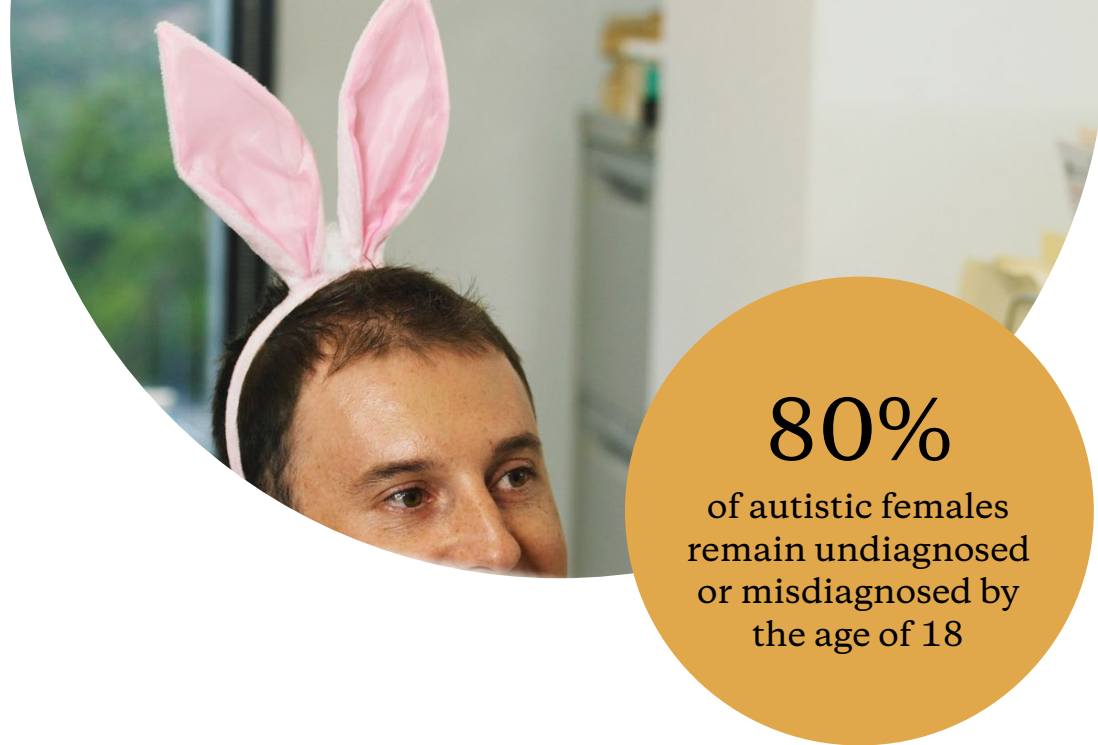
Not a bad bunch to be associated with!

Approximately
21%
of children with ADHD
are also autistic



The power of thinking differently





The wide, wonderful world of neurodiversity

You may or may not have received a formal diagnosis for your condition. You may be taking medication or managing through self-help and your own support network. Or you may be at the start of your neurodiverse journey.

But if you need to make sense of, or explain your condition to others, this outline of the five main neurodiverse conditions may help.

1 Autism Spectrum Disorder (ASD)

Individuals with autism often excel in deep focus and logical thinking. However, they may experience challenges with social communication, flexibility or sensory sensitivities.

2 Attention Deficit Hyperactivity Disorder (ADHD)

Many individuals with ADHD are highly creative, energetic and skilled at problem-solving. However, they may struggle with organisation, maintaining focus or managing impulses. It is becoming increasingly recognised that, along with ADHD, a person may experience other neurodevelopmental conditions such as autism, Tourette's, Obsessive Compulsive Disorder (OCD), dyslexia or dyspraxia.

3 Dyslexia

People with dyslexia tend to excel in big-picture thinking, problem-solving and verbal reasoning. However, they may find reading, writing and processing written information more difficult.

4 Dyspraxia

Often associated with strong verbal communication and creativity, dyspraxia can affect coordination and motor skills, making certain physical tasks more challenging.

5 Dyscalculia

Those with dyscalculia are often intuitive and creative thinkers but may find numerical reasoning, calculations and mathematical concepts difficult.

This is me!

You may recognise some of these traits and coping strategies in yourself or colleagues. Learning how to accept and manage them through understanding and support is key.

Coping strategies

Spiky profiles

Helping others understand spiky profiles is a useful way of explaining your high peaks and low dips in cognitive functioning. Put simply, many neurodivergent people are good at some things, bad at others, but the gap between the two tends to be much greater than it is for most other people.

Masking

You may have grown up feeling 'different' and making an effort to adapt to social expectations in the workplace can be a challenge. Many of you will have self-trained to act more 'neurotypical' and copy traits of others in order to fit in and be accepted. This 'masking' is particularly apparent in women with autism.

Stimming

Stimming – or self-stimulating behaviours - can be a coping mechanism to alleviate anxiety or decrease sensory overload.

You may find yourself or notice others making repetitive movements such as biting fingernails, twirling hair around fingers, cracking knuckles or other joints, drumming fingers, tapping, jiggling or whistling.

Take me as you find me

The additional effort and pressure of trying to hide 'invisible' conditions through masking or stimming can be exhausting and can exacerbate neurodiverse traits and cause anxiety or depression.

Nobody should have to hide who they are.

Increasing awareness of the coping strategies that you or neurodiverse colleagues adopt can help to promote a more supportive and empathetic culture within your workplace.

Around
3 in 10

neurodivergent
employees haven't told
their line manager
or HR about their
neurodivergence




Sharing your neurodiversity

While you may not be comfortable sitting behind a desk for eight hours with a headset, you may excel at problem solving and more 'outside the box' creative input.

Once your employer knows about your neurodiversity, they can play to your strengths.

Neurodiversity should be seen as an ability - not a disability - and you can be part of that conversation.

And that's a win-win for everyone.



78%
of neurodiverse
employees feel
overwhelmed
at work

1

Who should I tell?

Whoever you trust and feel comfortable with. It could be a colleague, a line manager or HR. It doesn't need to be formal meeting; you can start with an informal coffee and chat. It is likely that your trusted confidante will be willing to help in more ways than you expected.

2

What should I share?

You only have to disclose what you are comfortable sharing to get the support you need. You do not need to disclose everything at once or even provide a formal diagnosis. This should be the start of honest, two-way communications with your employer.

3

When is the right time?

If we all waited for the right time, we would never get round to doing anything! But the sooner the better means that solutions and support can be put in place to help.



63%

of neurodiverse
employees have
'masked' at work

Breaking down preconceptions and prejudice

It is widely recognised that a workplace diverse in gender, age, education, experience and ethnicity provides a positive and enriched working environment.

You can help promote and celebrate the invaluable input of ADHD, OCD, dyslexic and autistic employees.

Be proud of your individuality. Variety is the spice of life!

A helping hand

Establish a routine

Daily routines and consistency can help provide a sense of security and calm.

Embrace calming strategies

Going for a walk, breathing exercises, writing a diary, sitting under a weighted blanket, smelling pleasant scents, listening to calming music, rocking on a chair or wearing ear defenders can all help.

Seek out support

You don't have to go it alone. Many organisations offer support groups or colleague communities specifically for neurodiverse individuals. Connecting with others who share similar experiences can provide reassurance, reduce feelings of isolation and offer practical tips for navigating the workplace.

App support

There are many apps to help neurodivergent people, created by other neurodivergent people.

Molehill Mountain helps self-manage day-to-day anxiety. It includes CBT (cognitive behavioural therapy) designed specifically for autistic people to help them understand their anxieties with exercises to help.

→ [FIND OUT MORE](#)

Routinery is ideal for anyone who needs support with managing routines.

→ [FIND OUT MORE](#)



Up to
50%
of autistic people
experience depression
at some point in
their lives



Practical tools

These can provide useful lanyards and 'passports' for venues such as airports, as well as helpful document templates.

Hidden Disabilities Sunflower

The Hidden Disabilities Sunflower lanyard allows you to voluntarily share that you have a condition that may not be immediately apparent.

→ [FIND OUT MORE](#)

Autism resources

National Autistic Society

→ [FIND OUT MORE](#)

ADHD resources

ADHDAultUK

→ [FIND OUT MORE](#)

Dyslexia resources

British Dyslexia Association

→ [FIND OUT MORE](#)

Dyspraxia resources

Dyspraxia UK

→ [FIND OUT MORE](#)

Dyscalculia resources

Dyscalculia Association

→ [FIND OUT MORE](#)

Tourette syndrome resources

Tourettes Action

→ [FIND OUT MORE](#)

Support is out there - everywhere!



Everywhen. Everybody benefits.

Everywhen helps businesses and individuals manage risk, enable growth and protect the everyday, with insurance, protection and advice that is accessible to all.

Our employee benefits consultancy works for every business, enabling employers to attract talent and boost wellbeing, productivity and loyalty.

Protection that matters. You | Your people | Your business

0800 389 7723 (Monday to Friday)

Head office address

Everywhen

West Park House, 23 Cumberland Place,
Southampton, SO15 2BB

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