

4 Neuroinclusive Actions Managers Can Take

By making small, intentional adjustments to how you communicate, set expectations and support your team, you can create an environment where neurodivergent individuals are able to perform, contribute and thrive.

1

Ask, Do Not assume

Neurodivergence presents differently in every individual. Avoid guessing what someone needs based on a label.



Ask open questions such as:

- What helps you do your best work?"
- Is there anything that would make this process easier for you?"

2

Clarify Expectations

For neurodivergent employees, ambiguity can create unnecessary stress.



Be clear about:

- Deadlines and priorities
- What "good" looks like
- Preferred communication channels
- Meeting outcomes and next steps

3

Adapt Communication

Not everyone processes information or expresses ideas in the same way.



Support different communication:

- Share agendas in advance
- Allow written input after meetings
- Give processing time
- Avoid putting individuals on the spot

4

Model Inclusive Behavior

Your team will take cues from you. The way you speak, respond and react sets the standard.



Set the tone:

- Avoiding sarcasm or dismissive language
- Giving people space to finish their thoughts
- Challenging subtle bias or exclusion
- Normalising conversations about different working styles

Inclusive leadership is not about treating everyone the same.

It is about recognising that people think, process information and work differently, and adapting where needed so everyone has the opportunity to succeed.