



Educating Your Employers on Hiring Neurodivergent Students

Neurodivergents often have a variety of behavioral differences and nonlinear backgrounds - here's what you can share with employers so they know what action items to take to ensure their hiring is equitable and strengths based.

SKILLS OVER GRADES:



Prioritize the candidate's skills, experiences, and potential contributions, overlooking classroom performance and exam performance

BEHAVIORAL DIFFERENCES:



Acknowledge variations in eye contact and fidgeting as personal processing styles, not indicators of interest or capability.

COMMUNICATION DIFFERENCES:



Do not judge capabilities based on speech impediments, unique communication styles, or accents, understanding these do not reflect intelligence or abilities.

LONGER PROCESSING TIME:



Allow candidates time to process and respond, being open to rephrasing or repeating questions for clarity.

INDICATIONS OF ANXIETY:



Recognize and see beyond manifestations of anxiety, such as overtalking or nervousness, focusing on the candidate's merits.

DISCOMFORT AROUND DISCLOSURE:



Treat disclosed neurodivergence as a valuable insight, respecting privacy, and adopting a strengths-based approach, ensuring a discrimination-free process.

How to alter hiring processes to make sure it's neuroinclusive:



FOCUS ON THE FACTS

Make sure the points above don't impact your evaluation of the candidate's skills & ability to do the job. Place value the candidate's ability to fulfill job responsibilities over social compatibility, appreciating diverse strengths.



PROACTIVELY OFFER SUPPORT

Ask candidates about any specific accommodations needed at the beginning of the hiring cycle, demonstrating empathy and a commitment to equal opportunity.



COMMUNICATE CLEARLY

Maintain clarity in communication, especially regarding evaluation criteria, to set accurate expectations and ease anxieties.



ADAPT INTERVIEW TECHNIQUES

Tailor interview formats and questions to accommodate individual processing styles, ensuring comprehension and comfort.



PROMPT FOR MORE

ND candidates might have a tendency to interpret questions very literally. Be ready to seek deeper insights with follow-up questions, especially for yes/no inquiries.



COMMIT TO INCLUSION

Show a genuine dedication to fostering an environment where diverse backgrounds and thoughts are celebrated as strengths.



HANDLE SENSITIVE INFORMATION

Express gratitude for shared personal information, offering support where needed and confirm confidentiality.



GATHER FEEDBACK

Establish a feedback mechanism for ND candidates to share their experience post-interview. This feedback can be invaluable in refining recruitment practices and making the process more inclusive and comfortable for ND candidates.



HIGHLIGHT FLEXIBILITY IN WORK ARRANGEMENTS

Recognize the value of flexible work arrangements, such as remote work options, flexible hours, and customized workspace accommodations, which can significantly benefit ND employees.



Interested in learning more?

Given 1 in 7 individuals are neurodivergent, these practices will help open doors to recruitment for all candidates in your pipeline! Access the full 5-Step Guide at this [link](#).