

Neurodiversity in the Modern Workplace

What do sensory preference, your environment and task demands have to do with a safe and productive workplace? A lot actually!

Neurodiversity is how we describe the different ways people's brains work and process information.

Some individuals may have ADHD and/or Autism which can influence how they process information and interact with their surroundings. While everyone has preferences for factors like lighting, seating, noise levels, temperature, touch and scent, those with neurodiverse brains may become so affected by their environment that it impacts sensory processing, executive functioning, and emotional regulation.

Neurodiversity is not a deficit!

Understanding your employee's unique strengths and challenges is the key to return-to-work success!

Occupational Therapy (OT) Assessment for Neurodiverse Return to Work (RTW) Clients:

- **OT Holistic Approach:** Considers both *personal* and *environmental* factors.
- **Identifies Strengths & Barriers:** Sensory, cognitive, emotional, physical and workplace challenges.
- **Builds Job Sustainability:** Focuses on resources to support a successful RTW.



The OT approach prioritizes foundational skills to ensure a strong set of internal resources for the employee to rely on during the RTW process.

Step 1: Foundations for health and wellbeing

Step 2: Building strategies and capacity

Step 3: Prepare for RTW by simulating work-like experiences

Step 4: Sustainable work reintegration





Workplace Assessment is an Important Part of Return to Work

Occupational Therapists can complete workplace assessments and provide recommendations, evaluating multiple areas, including:

- ❑ **Ergonomics** – How the work environment fits the user.
- ❑ **Physical Demands** - Physical effort, movements, and tasks required to perform a job.
- ❑ **Organization and Work Processes** - How work is structured, managed, and executed within a company or business.
- ❑ **Sensory Environment** - Visual, auditory, tactile & emotional stimuli that affects one's overall experience in the space.
- ❑ **RTW Accommodations** - Determined based on the workplace assessment.

For further assessment, therapy, consultation and/or education on Occupational Therapy in Neurodiversity, contact Block Building Therapies at:

204-231-0785
info@blockbuilding.ca

Referral forms for new assessments are also available online at our website: www.blockbuilding.ca

DEMANDS + HIGH RESOURCES = ENGAGEMENT

DEMANDS + LOW RESOURCES = STRESS

Evaluating Job Demands

Another critical role of the OT is to evaluate a person's resources in relation to the demands of a job.

- ❑ **Personal Resources** - Skills, experience, personality & social support that reduce demands.
- ❑ **Job Resources** - Physical, psychological, social, and organizational aspects of the job that reduce demands and stimulate growth.