Goskills

Your Mind on the Job: Neurodiversity at Work

GoSkills online course syllabus

Skill level
Beginner

Lessons
20

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Pre-requisites
No prior experience needed

Video duration
50m

Estimated study time
50m 28s

Instructor
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Introduction

1 Neurodiversity in the workplace

The workplace effort towards achieving more diverse, equitable, and inclusive places to work includes conditions of neurodiversity, and goes beyond what you might traditionally think of as DEIA.

Neurodiversity and The Mind

2 Basics of the brain

Your brain and the way in which it communicates and stores information can have a huge impact on how you best operate and work.

3 Brain asynchrony

Your brain needs to be nurtured over the course of your life based on your individual genetics and environment.

4 Neurodiversity revealed

The foundation of neurodiversity arises from differently brain wiring, and because each brain is uniquely wired.

5 Neural plasticity and the brain

Because your brain is always developing, you can use your strengths to help you build it productively.

6 Creativity and the brain

Unlocking creativity for yourself and your team members can help you innovate, think outside of the box, and come up with original approaches to solve problems.

Navigating Differences

7   Positive aspects of neurodivergence

Neurodivergent people tend to be divergent thinkers and often have novel ideas and are highly creative.

8   Working alongside those with ASD

ASD, or Autism Spectrum Disorder, can impact how individuals like to communicate and where their interests lie.

9   Supporting others with ADHD

ADHD, or Attention-deficit/hyperactivity disorder, can impact one's ability to focus on specific tasks or on what's most important.

10   Supporting others with dyslexia

Dyslexia is a type of visual processing disorder that can impact one's ability to accurately interpret data or get through things quickly.

11   Emotional differences

Emotional abilities and having a high EQ can be really beneficial, but it can also cause frustrations.

Patterns of Neurodivergent Employees

12   Common challenges for the neurodivergent

There are several obstacles to the traditional world of work that can impact a neurodivergent person's ability to be successful.

13   Managing perfectionism

Perfectionism can interfere with connection, work completion and impact mental health.

14   Procrastination/demotivation

When someone procrastinates or feels unmotivated, it's likely they have a fear of failure or anxiety around completing a task.

15   Anxiety and performance

The common states of anxiety can stop you right in your tracks as you are working through projects at work.

16   Communication styles

Neurodiverse people tend to have brain wiring that can cause for different communication and productivity styles.

Neurodiversity at Work

17 Universal design at work

The term, "Universal design" advocates for designing all the elements built in a space to be aesthetic and accessible to the best extent by all people.

18 Positive practices for inclusion

Catering inclusion efforts to those who are neurodivergent can increase their sense of belonging and overall satisfaction at work.

19 Inclusion and expectations

You can help your team in creating an inclusive environment by removing stressful triggers and creating healthy expectations for how your team works.

Conclusion

20 Creating positive atmospheres

Thanks for watching this course!

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