rethink
BENEFITS

NEURODIVERSITY INCLUSION CENTER

Learning Modules

Neurodiversity refers to how people think differently due to biological differences in the brain. It affects how we communicate, learn, process information, and socialize. Neurodiversity is a natural form of diversity found in all humans, regardless of race, economic factors, culture or life experiences.
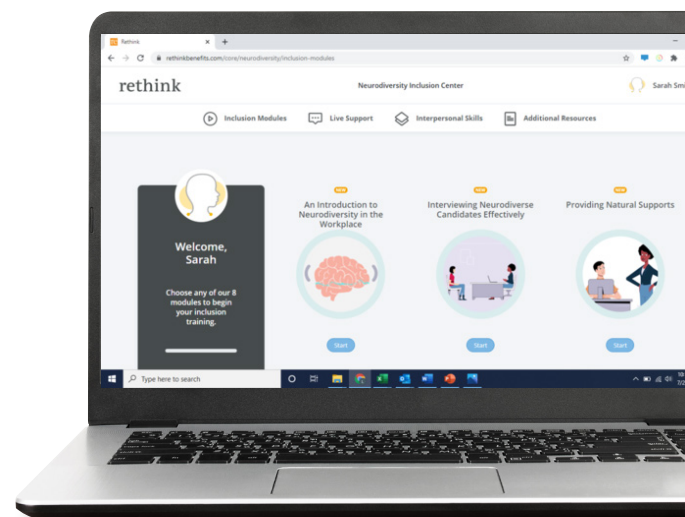
Neurodiversity inclusion is important in the workplace, as it:

• Brings different perspectives into your teams
• Creates a leadership structure for innovation and thinking differently
• Improves overall company culture

How Rethink Can Help

Our video-based training helps promote a greater understanding of neurodiversity and strategies on how to support individuals with autism, attention-deficit/hyperactivity disorder (ADHD), dyslexia and other neurodiverse conditions. The e-learning modules facilitate the adoption of management styles that maximize the neurodiverse individual's contributions.

Modules Included in Rethink's Platform

INTRODUCTION TO NEURODIVERSITY IN THE WORKPLACE
This video module explains the concept of neurodiversity and how neurological differences are to be recognized and respected as any other human variation. It also focuses on strengths and benefits of having a neurodiverse workforce. Anecdotal evidence from companies suggests neurodiverse employees are as much as 140% more productive than their peers.
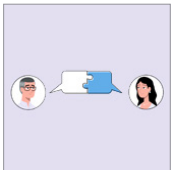
INTERVIEWING NEURODIVERSE CANDIDATES EFFECTIVELY
This video module provides managers with effective strategies for interviewing individuals who may need additional support or who perform more successfully under less traditional interview conditions. Become aware of the bias of first impressions and identify candidates whose essential skills predict job performance.

PROVIDING NATURAL SUPPORTS
This video module defines natural supports as any assistance, relationships, materials or interactions that help integrate neurodiverse individuals into the workplace in ways that are natural to the work environment. It offers strategies for building these natural supports and making reasonable adjustments so that employees can grow and develop to provide even more value to the business.
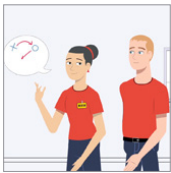
STRATEGIES FOR COMMUNICATING EFFECTIVELY
This video module provides managers and colleagues with strategies and tips to enhance communication among all employees, including neurotypical and neurodiverse individuals. It helps improve the quality of interactions between employees with different perspectives, thereby minimizing misunderstanding and maximizing productivity.

PROMOTING EFFECTIVE SELF-ADVOCACY SKILLS
This video module describes the difficulties some employees may have with asking for help or for what they need to be successful. It also provides strategies on how to build a culture of helpfulness in the workplace productively, creating an atmosphere that fosters collaboration to inspire innovation.
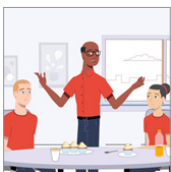
CREATING SOCIAL SUPPORTS IN THE WORKPLACE
This video module provides an understanding of social skill challenges some neurodiverse individuals may have and strategies to increase the employees' feelings of social inclusion. The module promotes a sense of belonging to facilitate employee retention.

BUILDING AN INCLUSIVE WORKPLACE
This video module provides managers with ways to build an inclusive workplace, including how to set expectations for inclusion, training topics that should be covered and support practices that can strengthen the effort to create a neurodiverse culture. A study by a global management consulting firm found a diverse workplace generates 19% more revenue.

CONFLICT RESOLUTION IN A NEURODIVERSE WORKPLACE
This video module discusses ways to prevent conflicts before they arise, promote more exceptional communication and understanding among all employees, including those who may have a neurodiverse condition. The module provides strategies for deescalating and resolving workplace conflicts, helping to build a culture of cooperation to move teams toward a common goal and maximize efficacy.

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