



SALUSPHERE
GLOBAL

Empowering People & Culture

Workplace Needs Assessment: Unlocking Neurodivergent Potential

Discover how a workplace needs assessment can transform the work experience for neurodivergent employees, creating an environment where everyone can thrive.





What is a Workplace Needs Assessment?

Purpose

Identifies specific accommodations needed for neurodivergent employees to perform effectively in their roles.

Focus

Concentrates on **needs** rather than diagnosis, ensuring practical and personalised support.

Outcome

Provides practical recommendations for reasonable adjustments that make a real difference.

Who Conducts Our Neurodiversity Workplace Needs Assessment?



OCN Level 4 Qualification

Our assessors hold an accredited OCN Level 4 certification in Neurodiversity Workplace Needs Assessment.

Qualified assessors bring a blend of regulated training and practical expertise, ensuring high-quality, professional assessments tailored to individual needs.



Who Benefits from an Assessment?

Neurodivergent Employees

Anyone with ADHD, autism, dyslexia, dyspraxia, or other neurodivergent conditions can benefit from personalised workplace support.

Employers

Organisations seeking to support diverse talent, meet legal obligations, and create an inclusive workplace culture.

Teams

Colleagues benefit from improved communication, better understanding, and enhanced team dynamics.

The Assessment Process

Our comprehensive three-step process ensures thorough understanding and practical recommendations.

01

Information Gathering

Pre-meeting questionnaires to understand individual needs, challenges, and workplace context.

02

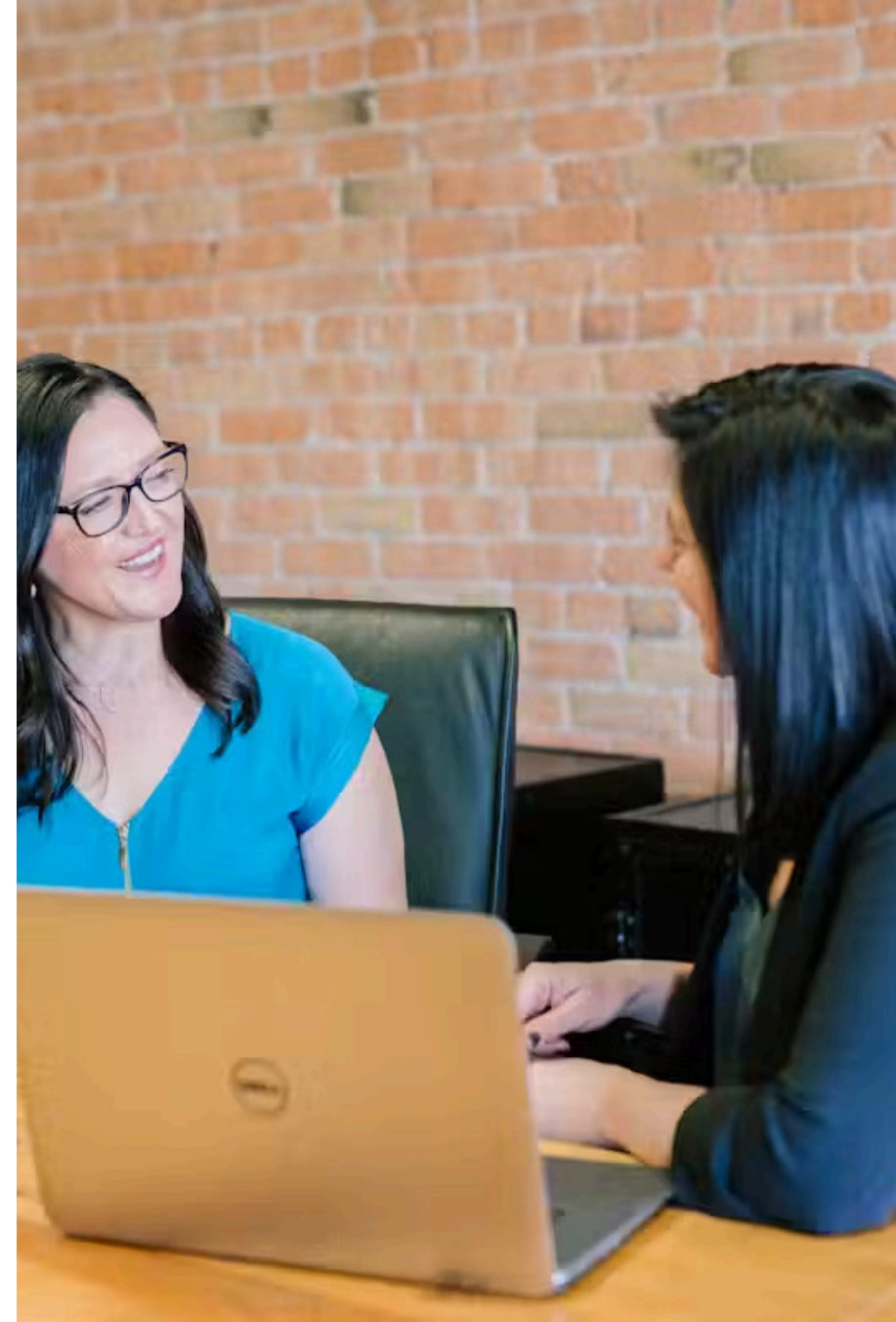
Individual and Manager Meeting

Confidential discussions about workplace experiences, barriers, and potential solutions.

03

Report Delivery

Detailed recommendations for reasonable adjustments tailored to individual circumstances.



Types of Reasonable Adjustments



Technology

Assistive software and specialised equipment to support productivity and accessibility.



Environment

Quiet spaces and sensory accommodations to create comfortable working conditions.



Work Schedule

Flexible hours and break patterns to accommodate individual working styles.



Support

Mentoring, coaching, and clear communication strategies for ongoing success.

Why Implement Assessments?

33%

Productivity Boost

Average improvement
when proper adjustments
are made.

85%

Retention Rate

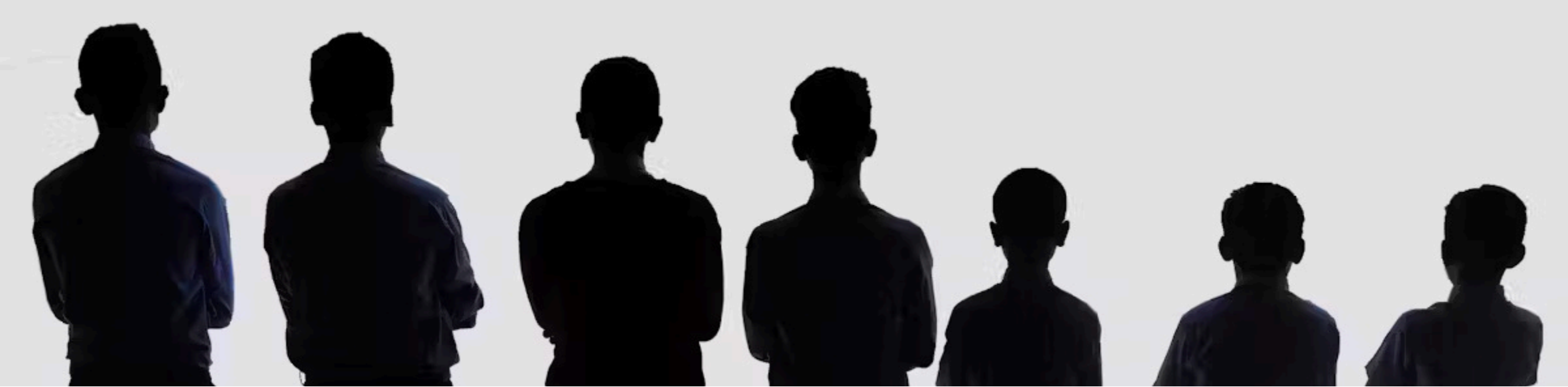
For neurodivergent
employees with proper
support.

100%

Legal Compliance

Meeting Equality Act 2010
obligations.





The Business Case for Inclusion

Tangible Benefits

- Improved productivity across teams
- Higher retention rates reducing recruitment costs
- Enhanced team communication and collaboration
- Reputation as an employer of choice

Strategic Advantages

- Access to diverse talent pools
- Innovation through cognitive diversity
- Stronger employer brand
- Competitive advantage in the marketplace

Ready to Create a More Inclusive Workplace?

Workplace needs assessments are a powerful tool for supporting neurodivergent employees and creating truly inclusive organisations. They provide practical, personalised accommodations that help everyone thrive.

Unlock Potential

By implementing these assessments, you're not just meeting legal requirements —you're unlocking the full potential of your diverse workforce and fostering a culture of belonging and innovation.

Demonstrate ROI

The return on investment is clear: improved productivity, higher retention rates, enhanced team communication, and a reputation as an employer of choice.





Take Action Now

Contact us today to begin your journey towards a more inclusive workplace. Your neurodivergent employees—and your organisation as a whole—will benefit tremendously.

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