

Creating a Neuroinclusive Workplace

Start With the Hiring Process

An inclusive and supportive workplace recognizes employees' strengths and offers support for working through challenges without judgement. It's important to consider how your organization can be more neuroinclusive in all its practices, and it starts with the hiring process.

Changing the hiring process to be more inclusive and equitable expands your talent pool, helping you hire the right people for the right positions.

Consider adopting some of the following neuroinclusive hiring practices:



Write simple and concise job advertisements



Practice skills-based interviewing (e.g., have the person demonstrate the required skills)



Use strengths-based interviewing practices (e.g., ask how the person can show you their best self)



Tell candidates what to expect in the interview ahead of time



Get rid of any unconscious biases or assumptions



Create a neuroinclusive sensory environment

The goal of a neuroinclusive workplace should be to shift from accommodation to accessibility. This involves making accessible practices part of the way everyday business is conducted. Changing the hiring process to be more inclusive and equitable expands your talent pool, helping you hire the right people for the right positions.