



# What Is Neurodiversity?

The concept of neurodiversity isn't new, but it's been gaining mainstream traction in recent years. It refers to diversity in the human brain and cognition, such as thinking, learning and behaving. **Neurodiversity is the concept that the differences in brain functions are variations—not deficits—in the way people experience and interact with the world.**

There's a high chance that you or people around you are neurodiverse—**even if you aren't aware of it.**



**15%-20%** of the global population is considered neurodiverse.

## Common Forms of Neurodivergence

<b>Attention-deficit/hyperactivity disorder (ADHD)</b>	<b>Autism spectrum disorder</b>	<b>Dyscalculia</b>	<b>Dysgraphia</b>
<b>Dyslexia</b>	<b>Dyspraxia</b>	<b>Mental health conditions</b> <small>(e.g., bipolar disorder and obsessive-compulsive disorder)</small>	<b>Sensory processing disorders</b>

## Understanding Challenges Facing People Who Are Neurodivergent

### Neurodivergence is generally nonvisible.

That's a significant hurdle, as looking at a person who is neurodivergent would not let you know they are neurodivergent. That leaves many people who are neurodivergent having to disclose their specific needs to do their best work or be accepted.

### Society is often tailored for neurotypical minds.

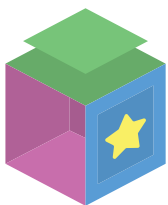
Some people with neurodivergent features struggle because of systems or processes that create new challenges or don't allow them to demonstrate their strengths.

### Neurodivergent people may feel the need to camouflage in neurotypical societies, situations and organizations.

This behavior is called "masking" and can be done deliberately or subconsciously. Masking can create a lot of exhaustion and stress and increase one's risk for burnout.

## Supporting the Strengths of People Who Are Neurodivergent

Since people who are neurodivergent are cognitively different from neurotypical people, they can bring unique strengths to situations or environments. Consider the following powerful skills and talents:



**Fresh, unique perspectives**



**Exceptional focus and concentration**



**Out-of-the-box problem-solving**



**Innovative and creative thinking**



**Strong observational skills**



**Keen attention to detail**

Understanding and accepting human neurodiversity is vital so everyone can live their most authentic lives and not feel the need to adjust their behavior or other characteristics in certain environments.

Contact us for more information about neurodiversity.