



# Supporting neurodiversity

Neurodiversity is based on the reality people's brains operate in different ways, and these differences are natural and valuable. Common neurodivergent conditions include autism, ADHD, dyslexia, dyspraxia, tourette syndrome, and more. Instead of viewing these conditions as "deficits," the neurodiversity movement recognises that people may think, learn, and interpret the world differently—and that these differences can bring unique strengths as well as challenges.

Research shows that neurodivergent people often face higher risks of anxiety, depression, and social exclusion, especially in workplaces that are not set up to support them. Creating environments that understand and celebrate neurodiversity is essential for mental health, productivity, and inclusion.

## What is Neurodiversity?

Neurodiversity describes the wide range of ways people experience and interact with the world. For example:

- ▷ **Autism:** Differences in communication, sensory processing, and social interaction, often linked with strengths in focus, memory, or systems thinking.
- ▷ **ADHD:** Differences in attention regulation, impulse control, and energy levels, often associated with creativity and problem-solving.
- ▷ **Dyslexia & Dyspraxia:** Variations in reading, writing, coordination, or motor planning, often accompanied by strong visual or verbal reasoning skills.

Neurodiversity reminds us there is no single "normal" brain. Everyone's abilities and challenges exist on a spectrum.

## How can BSS Psychology help?

BSS your Employee Assistance Program (EAP) can play a valuable role in supporting neurodiverse employees without stepping into the realm of formal assessment or diagnosis. Here's how an EAP can help within those boundaries:

### Screening & Early Identification (Not Diagnosis)

- ▷ Use evidence-informed screening tools to help identify potential signs of neurodivergence (e.g., ADHD, autism spectrum, dyslexia).
- ▷ Frame results as indicators rather than conclusions—helping the client decide whether further formal assessment is worthwhile.



- ▷ Normalise neurodiversity and explain that screening is simply about awareness and support needs, not labels.

### Psychoeducation

- ▷ Provide clear, accessible information about different forms of neurodiversity, strengths, and challenges.
- ▷ Offer resources on workplace accommodations, strategies for executive functioning, sensory regulation, and communication.

### Supportive Counselling & Coaching

- ▷ Focus on practical coping strategies (time management, stress reduction, organisation).
- ▷ Help employees identify workplace triggers and build self-advocacy skills.
- ▷ Support managers in understanding how to better include and support neurodiverse team members.

### Workplace Navigation

- ▷ Guide employees in preparing to discuss their needs with HR or supervisors.
- ▷ Provide coaching around disclosure decisions and requesting reasonable adjustments.

### Referral Pathways

- ▷ If a screening suggests possible neurodivergence, the EAP can act as a bridge to external services (clinical assessment, occupational health, specialist support).

### Organisational Support

- ▷ Train managers and HR in neurodiversity awareness, reducing stigma.
- ▷ Help create psychologically safe workplaces where employees feel comfortable raising concerns.

BSS your EAP is not there to diagnose, but to screen, support, educate, coach, and connect, to ensure employees feel heard and guided.

If you would like to speak with a mental health professional about neurodiversity, you can access your company's Employee Assistance Provider, BSS Psychology. To make an appointment call **1800 30 30 90** email [appt@bsspsych.com.au](mailto:appt@bsspsych.com.au) or via webchat at [www.bsspsych.com.au](http://www.bsspsych.com.au)

### Where to Go for Further Assistance

- ▷ Amaze ([amaze.org.au](http://amaze.org.au))
- ▷ ADHD Australia ([adhdaustralia.org.au](http://adhdaustralia.org.au))
- ▷ Dyslexia SPELD Foundation WA ([dsf.net.au](http://dsf.net.au))
- ▷ Yellow Ladybugs ([yellowladybugs.com.au](http://yellowladybugs.com.au))
- ▷ Aspect ([autismspectrum.org.au](http://autismspectrum.org.au))
- ▷ Neurodiversity Hub ([neurodiversityhub.org](http://neurodiversityhub.org))
- ▷ Lifeline (13 11 14 | [lifeline.org.au](http://lifeline.org.au))

Counselling available Australia-wide

National and International toll-free counselling support also available 24/7

For more information, please contact: [appt@bsspsych.com.au](mailto:appt@bsspsych.com.au)

webchat: [www.bsspsych.com.au](http://www.bsspsych.com.au)

**1800 30 30 90** (AUS Freecall) | **0800 820 035** (NZ Freecall)

