



Genius WITHIN

Passionate About Neurodiversity

Services Brochure

Who are Genius Within?

Genius Within is a Community Interest Company, established in 2011.

We stand proudly at the intersection of lived experience and expertise.

As both a Neurodivergent led and owned business, and by being experts in our field, we have made it our life's work to help Neurodistinct individuals access their inner genius and be at their best at work.

Our team of highly qualified Occupational Psychologists, workplace coaches and HR experts understand what works, not only because 68% of us are Neurodivergent/disabled ourselves, but also from decades of research and experience with clients.

Our evidence based approach and consistent results have made us leaders in our industry. Whether you are an individual, or organisation of any size, we can provide specialist support.

Recognised Leaders in Our Field:



Disability Confident Leader



Queen's Enterprise Award winner (2022)



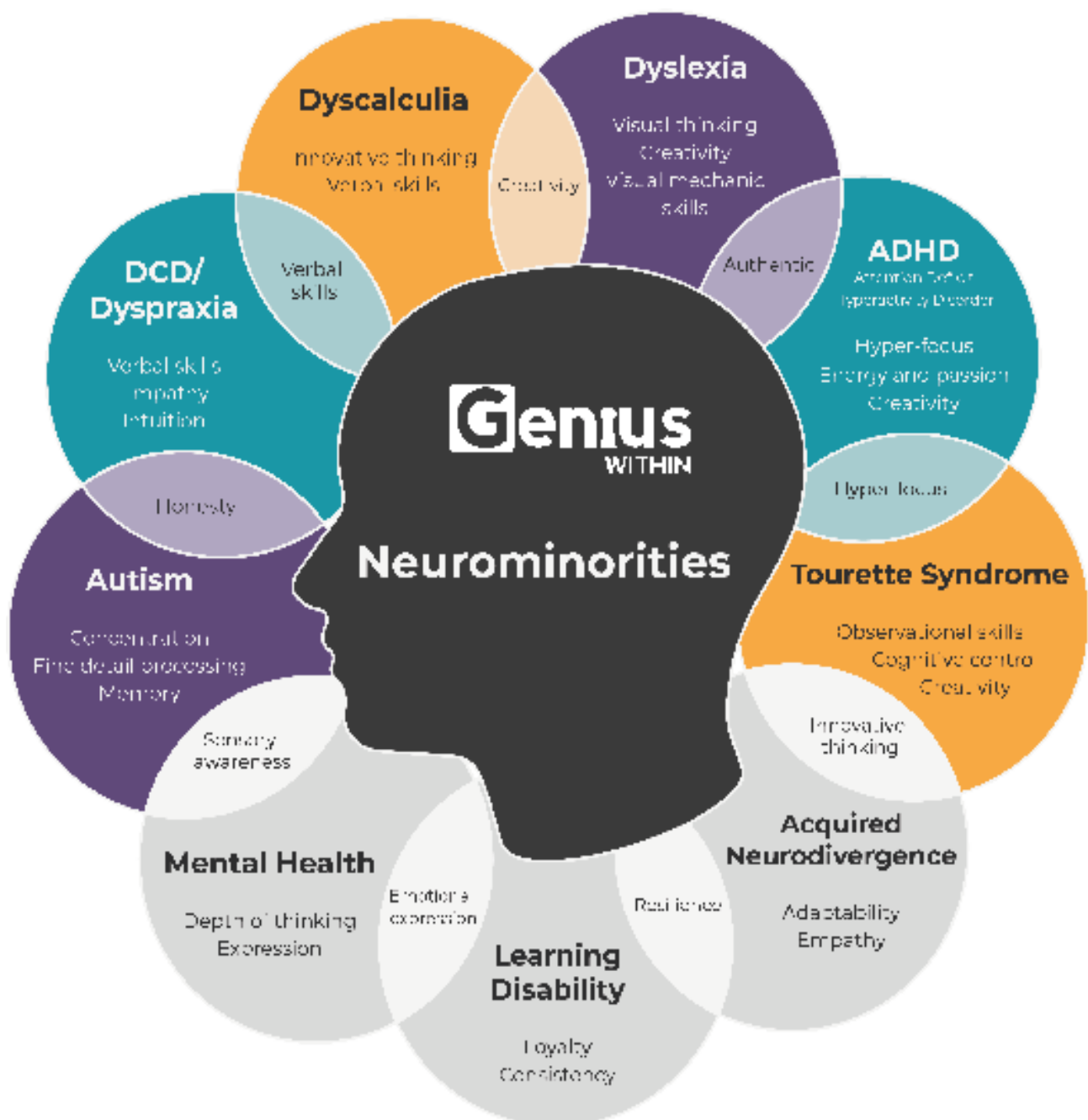
Approved supplier to the Valuable 500



Signatory to The Disability Employment Charter

Why Genius Within is your best Neurodiversity (ND) Partner:

- ◆ Majority ND-led and staffed.
- ◆ Employee owned.
- ◆ Experts in our field.
- ◆ Evidence based solutions.
- ◆ Invest in our community.
- ◆ Featured members of Disability Power 100
- ◆ Creator of the annual Neurodiversity Celebration Awards.





Social Inclusion

Genius Within CIC is a social enterprise, incorporated in the UK where the laws facilitate a structure that bridges the private sector with the non-profit sector.

We are not a charity, we get paid for delivery of services and do not take donations. This is important to us, because we add value to businesses and save the taxpayer money with our services.

However, as a disability consultancy, we think it is important to act in the best interests of our community, not just our shareholders, and so as a Community Interest Company we reinvest 65% of distributable profits back to our Neurodiverse community each year.

As part of this community work, we operate within both the Employability and Criminal Justice sectors.

We are proud to be a specialist provider supporting unemployed Neurodivergent individuals, who are marginalised by poverty, and who have often been out of work for prolonged periods of time.

20%

Genius Within consistently achieves over 20% employment success rates, compared to national contracts averaging 7-11%.

**Over 500
ND
Clients**

Our work in this sector has led to over 500 Neurodivergent clients finding employment after working with us.

We also work within prisons, with those that are considered “hardest to help” and have placed many ex-offenders into job roles.

Successful job outcomes give new purpose to individuals, and as a result the re-offending rates of our clients are 9 times lower than the national average.



“I can talk on this course, and they are listening to me and I am listening to them. We are working together and it helps to get the task done.

I now know things that I am really good at and I can tell people that I am good at those things. I can get a job that involves using these”

Harry, who completed our Memory Genius course in custody

Genius Within Services

At Genius Within we specialise in Neurominority inclusion and support.

Our services range from in person support, through to scalable technological solutions.

Our services are listed below and grouped into three sections:

Person-centred Services

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Genius eLearning

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Online Tools

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Person-centred Services



Coaching



- ◆ Coaching can be delivered 1:1 or in Groups.
- ◆ Delivery can be in person or via video or audio link.
- ◆ Genius Coaching develops individual strategies to maximise strengths and overcome deficits.
- ◆ On average, our clients see a 61% increase in their performance after just four sessions.

Assessments



Our Assessments can help unlock your hidden strengths and enhance your understanding of your challenges.

Holistic Assessment: A 360 degree assessment for ADHD, Dyslexia, Dyspraxia, Dyscalculia, Dysgraphia and other cognitive-based conditions, and providing a working diagnosis for Autism.

Workplace Needs Assessment

Positive Assessment

Strengths Assessment

(using the GeniusFinder Pro) followed up by an Occupational Psychologist to deepen understanding and create a personal plan.

Consultancy



We offer consultancy services across the whole Employee Life-cycle focused on moving your business towards systemic inclusion.

Training



Covering any number of topics focused on best inclusion practices.

Training can be purchased "off the shelf" or adapted to meet the needs of your organisation.

Content is always tailored to the audience.

Delivery can be in-person or via video link.

Our most popular training sessions include:

- ◆ Neurodiversity Awareness Training
- ◆ Neuro-inclusive Recruitment Strategies
- ◆ Line Manager Training

Certification



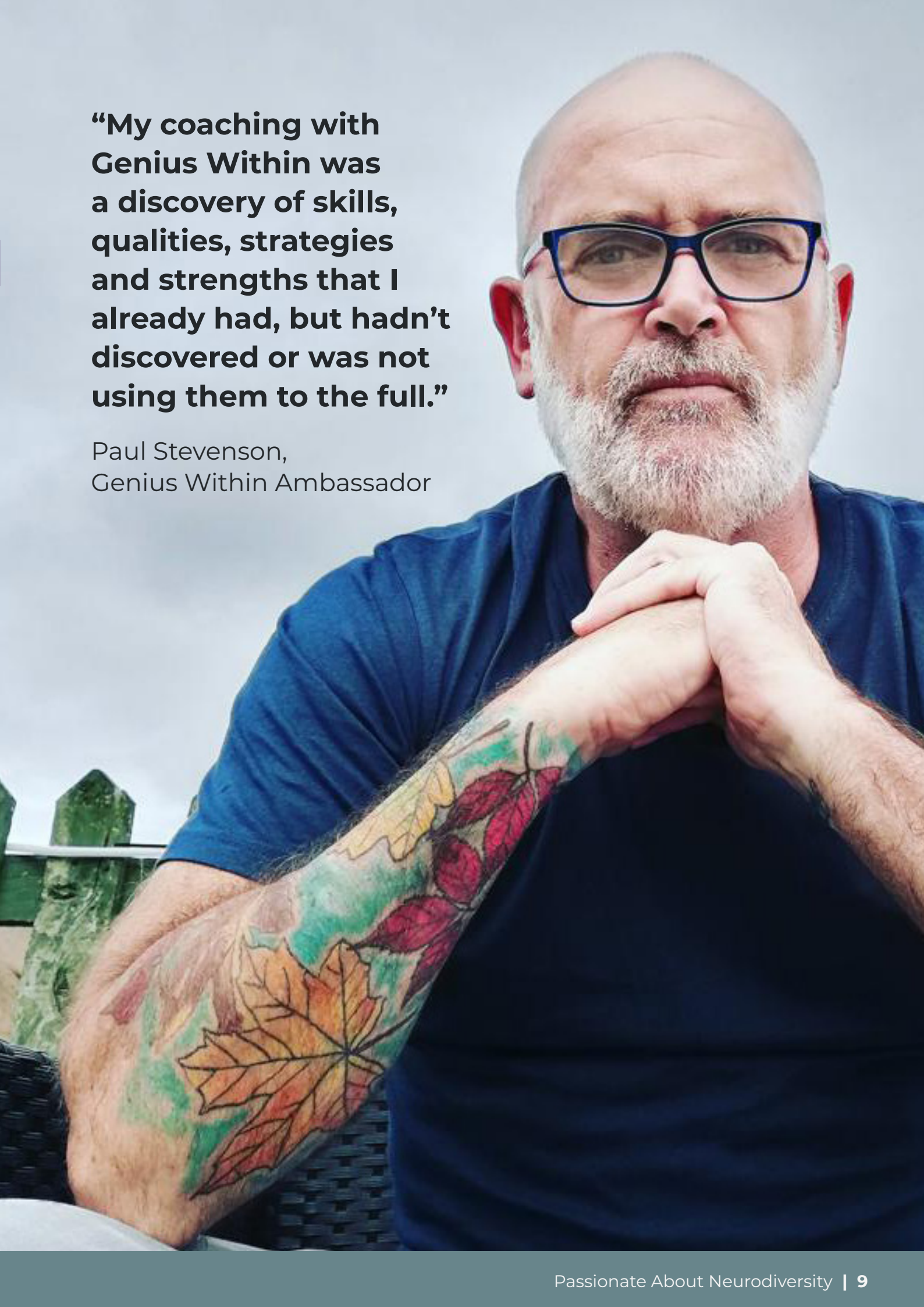
We are an endorsed ILM Centre and offer accredited training up to Level 2 in Leadership and Team Skills.

As a Disability Confident Leader, we are able to support your work towards this certification.



**“My coaching with
Genius Within was
a discovery of skills,
qualities, strategies
and strengths that I
already had, but hadn’t
discovered or was not
using them to the full.”**

Paul Stevenson,
Genius Within Ambassador





Developed by Professor Nancy Doyle, underpinned by rigorous research and evidenced by thousands of data points at Genius Within, we have created a series of eLearning programs.

Each program is split into multiple modules, focusing on a different aspect of each subject. Together, each program will deepen your understanding and knowledge.

Every module is packed with information, tips and strategies. These strategies promote personal learning points which encourages everyone to work at their best.

A set of questions complete each module, allowing learner to self check their understanding.

eLearning

From Genius Within

Written by leading subject matter expert, Professor Nancy Doyle

Program 1:



Neurodiversity Awareness

8 Modules

Program 2:



Managing Neurodiversity

4 modules



Neurodiversity Awareness in the Workplace

Learning Objectives:

- Understand the value that neurodivergent individuals contribute to the workplace.
- Become more familiar with the changing language with the neurodiversity movement.
- Deepen understanding of individual conditions, and how they overlap.
- Explore both the strengths and struggles that these specialist thinkers bring to the workplace.
- Provide practical examples of adjustments that can help individuals to work at their best.
- Widen understanding of neurodiversity beyond a handful of individual conditions.
- Invite and encourage actions that provide ally-ship to ND colleagues.

Module 1: Introduction to Neurodiversity

Module 2: The 4 D's – Dyslexia, Dyspraxia, Dyscalculia & Dysgraphia

Module 3: ADHD

Module 4: Autism

Module 5: Tics and Tourette Syndrome

Module 6: Mental Health

Module 7: Acquired Neurodivergence

Module 8: Supporting Colleagues and Ally-ship

Discover the modules today



Narrated by Genius
Within employees, many
with lived experience



Every module is broken
down into bite-size
chapters



Questions follow every
module to assess
understanding



SCORM compliant &
integrates with existing
LMS platforms.



Fully Scalable. From
individual licence to
worldwide access



Written and narrated by leading subject matter expert, Professor Nancy Doyle

Managing Neurodiversity At Work

- ★ Designed for Line Managers, HR Managers, Heads of Departments, and Directors.
- ★ A workbook to download to complete as you go along, This is created to aid you in reflecting on the learning from the 5 modules and consider how it is relevant to your role as Manager of a neurodiverse team.
- ★ Short quiz at the end of each module.

The 5 Modules:

Each of the 5 carefully researched and written modules take around 15 minutes to complete, with a read aloud tool available if required.



- Module 1:** How To Have The Conversation
- Module 2:** Reasonable Adjustments
- Module 3:** Communication Techniques and Strategies
- Module 4:** Performance Management
- Module 5:** How To Create A Neuroinclusive Workplace



Narrated by Genius Within employees, many with lived experience



Every module is broken down into bite-size chapters



Questions follow every module to assess understanding



SCORM compliant & integrates with existing LMS platforms.

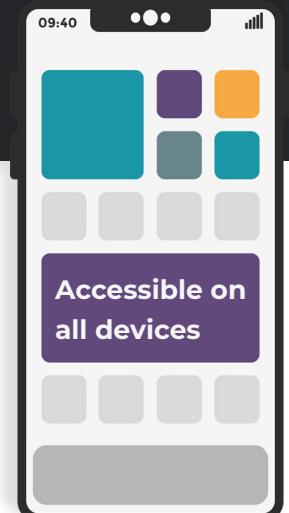


Fully Scalable. From individual licence to worldwide access



For more information or any questions, please contact us:

e: info@geniuswithin.org
t: +44 (0)1273 890502
w: geniuswithin.org/



“I completed the Introduction to Neurodiversity training on the learning zone last week. I thought it was such an engaging, interesting and informative block of training. I learned a huge amount and absolutely loved doing it. Thank you for making it available”

eLearning Client



Online Tools

Genius FINDER

Genius Finder™ is an online assessment tool designed to support individuals explore the most common work-related strengths and struggles.

The intuitive interface guides you through answering 66 questions, grouped into 13 categories, to create a personalised visual profile and downloadable Report that draws from 450 strategies.

The Genius Finder™ revolutionises personal, professional and organisational development by unlocking the power of individual strengths and challenges.

The Genius Finder™ provides individuals with an instant personalised report based on strategies that are most likely to be useful for them.



Introducing the Genius Finder™

The Genius Finder revolutionises personal, professional and organisational development by unlocking the power of individual strengths and challenges.



Instantly scalable for organisations and immediately useful for individuals, with a library of 450 tried and tested strategies.



Practical, observable and tangible advice. Learn about what works for you, and your organisation, in a way that best suits your needs.



Fully accessible platform conforming to WCAG standards.



Instant downloadable PDF reports, personalised dashboards, aggregated data.



90% of all strategies can be actioned at no extra cost, the rest are low cost interventions.

How does it work?

- 1 You will be guided through 66 statements.
- 2 Each statement is answered using a scale of 1 to 5.
- 3 Once completed, a personalised report is generated, revealing a unique pattern of strengths and struggles.
- 4 Every strength is explained to maximise your potential.
- 5 Your challenges are supported with practical strategies and the most appropriate reasonable adjustments
- 6 Reports are shown in an easy to read, graphical interface with illustrated results supported with written text.
- 7 Build a customisable 'My Action Plan' (MAP), which you can edit as frequently as you would like.
- 8 Reports are fully accessible, with read aloud statements built in.

66 questions

Will reveal what you naturally do best

10 minutes

For most people to answer everything

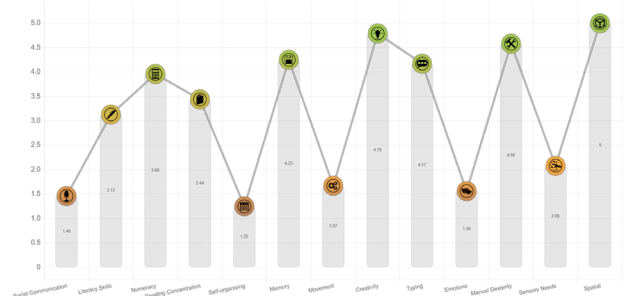
Who is the Genius Finder™ for?

The Genius Finder™ is built for everyone. But beyond individual growth, it unlocks greater organisational understanding when deployed at scale, supporting workforce planning strategies.

By aggregating anonymised data and trends across users, the Genius Finder Pro™ provides invaluable insights for optimising team dynamics and fostering a culture of inclusivity and innovation.

It benefits:

- HR Professionals
- Occupational Health Professionals
- DEI Professionals
- C-Suite decision makers
- Line Managers
- Supervisors
- ERG's and their members
- Anyone who may think differently!



Unlock your potential with confidence with our strengths-based psychometric tool, backed by rigorous evaluation and extensive research.

Find out more at:

w: geniusfinder.com
e: info@geniusfinder.com



Where we cover

There is no UK postcode we cannot deliver to due to our extensive network of employees and associates.

Our head office is near Brighton and is filled with our client services team who are always happy to talk through support options with you.



Contact us today



Call us

+44 (0)1273 890502



Call our Employability team

+44 (0)1273 890406



Email us

info@geniuswithin.org

For information about Genius Within and the services we provide, please visit us at:

www.geniuswithin.org



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