

cognassist

# Navigating Neuro-Inclusion in the workplace.



## How neuro-different is your company?

**Given the invisible nature of neurodiversity, individuals with neuro-differences could face challenges within your organisation.**

Did you know..



The above two facts, in combination, create a clear problem for achieving the goal of ensuring everyone can feel belonging within their organisation.

Here at Cognassist, we invite you to take a proactive approach to supporting your workforce with an adaptive neuro-inclusion platform developed with neuropsychologists.

Collectively, our:

- **Cognitive Mapping**
- **Neuro-difference Disclosure Framework**
- **Neuro-difference Dashboard**
- **Neuro-inclusion Certified Training**

will support your organisation to understand neurodiversity and operate in a legally compliant framework enabling everyone to thrive.

When we talk about neurodiversity, we are acknowledging that there are distinct ways of thinking, creating more unusual traits and recognisable challenges.

But everyone experiences some differences in their cognition and the way they think, learn and process information.

Very few people have a more statistically 'typical' cognitive profile.

Cognassist have analysed more than 250,000 cognitive profiles. The analysis shows that less than 10% of people have what some might call a "neurotypical" profile.

The idea that an average or set standard of a human mind exists, simply isn't true.

When it comes to prioritising neuro-inclusion, understanding people's differences and creating flexible working environments become critical to workplace compliance, wellbeing and culture.







## Cognitive Mapping

Cognitive mapping is a fantastic starting point towards a neuro-inclusive workplace.

The results of cognitive mapping provide employees with a personalised overview and insights into their cognitive differences. The results are useful for guiding discussions with their peers and managers regarding support required.

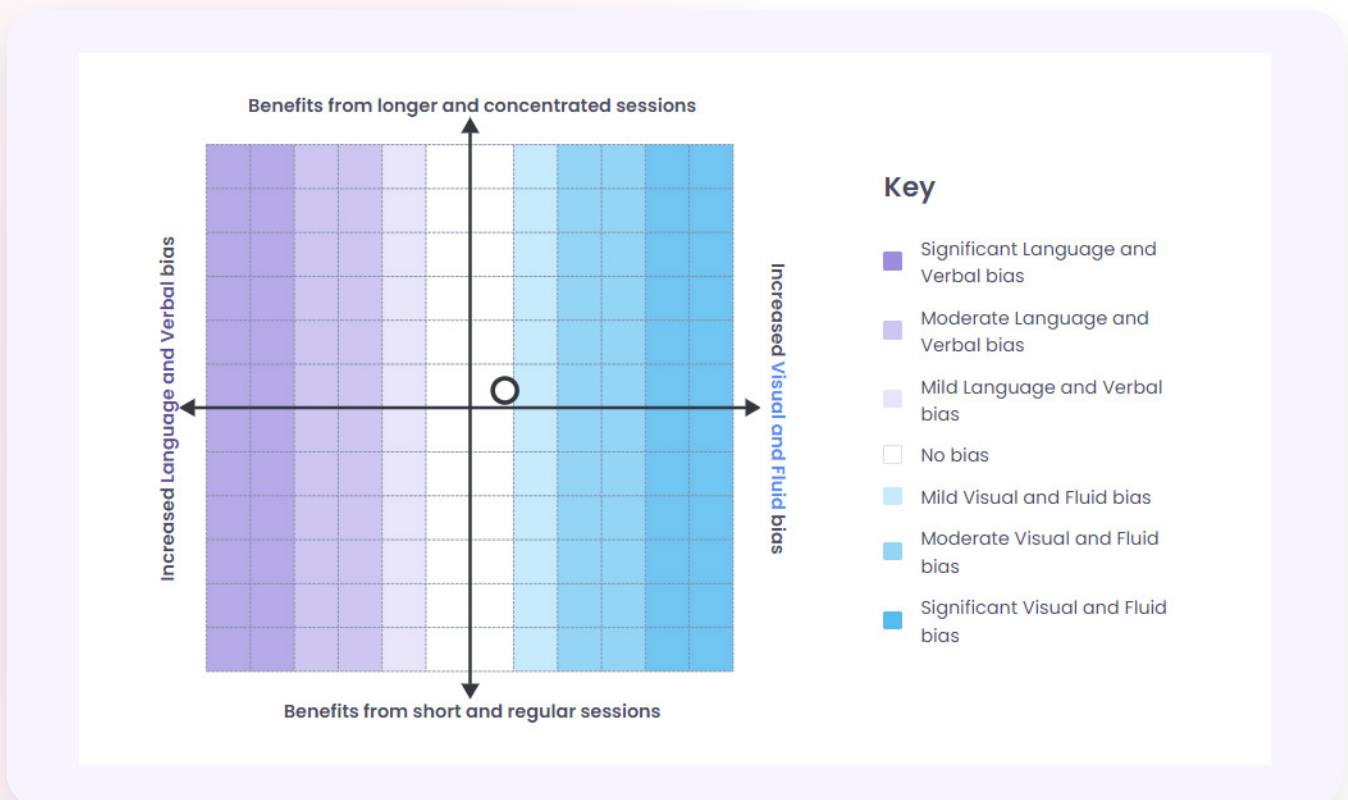
### What is Cognassist's Cognitive Mapping?

Our Cognitive mapping meets multiple rigorous methods and standards, and follows strict methods that align with the American Psychological Association's DSM-5 and the World Health Organisation's ICD-11 for neuro-developmental conditions.

Our cognitive mapping, renowned for its clinical robustness, avoids assigning labels, even for individuals with neuro-differences.

Instead, it unveils natural processing bias and thinking distinctions. Each brain has its unique tilt. Our cognitive mapping unlocks the intricacies of each individual brain's thinking and learning patterns to leverage distinctiveness, enhance productivity, and amplify cognitive output.

### Example cognitive mapping results:



## Neuro-difference Disclosure Framework

Upon identification of cognitive differences, many employees don't know how to relay this information to the wider business and seek the support they require.

With many employees wanting to share their individual strengths and seek valuable support from their employers, aspiring to work in an atmosphere that not only cares for their mental well-being but also encourages them to thrive, a Neuro-Difference Disclosure Framework is the perfect enabler for your employees to achieve this.

The “Neurodiversity at Work 2023: Demand, Supply, and a Gap Analysis” research from Birkbeck University of London found that:

69%

of surveyed employees feared disclosing a neuro-difference for fear of discrimination.

65%

of employers cite a lack of disclosure as a factor that makes it difficult to make adjustments for those who would benefit from them.

## The Cognassist Neuro-difference Disclosure Framework

Typically, employees have a single binary option – to self-disclose a neuro-difference to the company or to keep it to themselves.

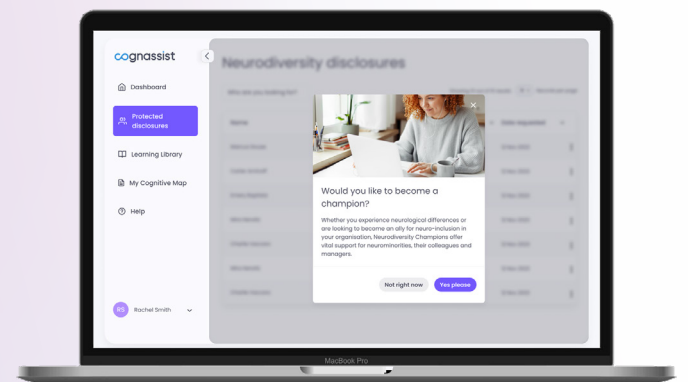
At Cognassist we believe there needs to be more options in between everything or nothing, and a robust process to do so.

With Cognassist you can provide immediate support to your colleagues while they maintain complete confidentiality with regards to their neuro-difference. This is made possible by the Cognassist Neuro-difference Disclosure Framework.

With our platform an organisation can offer all of their employees multiple stages of disclosure.

### Disclosure Stages:

- Protected System Disclosure
- Protected Neuro-inclusion Champion Disclosure
- Formal Disclosure



## Protected System Disclosure

Employees can disclose on the Cognassist platform completely confidentially. This information is not available to the employer. The employee is immediately provided with personalised adjustments and strategies that are specific to their neuro-difference.

These adjustments and strategies can be applied by the individual to help remove any potential barriers they could be facing daily.



## Neuro-inclusion Champion Disclosure

The next level of disclosure allows an employee to disclose to a certified Neuro-inclusion Champion within your organisation, knowing the Neuro-inclusion Champion is bound to protect their privacy.

The Neuro-inclusion Champion is an employee within the organisation and therefore is perfectly suited to discussing options and support solutions with the employee. They have knowledge of the organisation's culture and infrastructure.

This level of disclosure provides employees with an additional level of support - A trained neuro-inclusion-aware individual within the organisation who can provide additional support and advice without giving that information to anyone else in the company.

## Formal Disclosure

The feeling of support an individual feels from the previous levels of disclosure fosters confidence that the organisation is truly inclusive. By providing this tiered disclosure framework, eventually employees may feel comfortable enough to formally disclose their neuro-difference to the company. This opens an extra level of support for the employee.

### Neuro-difference Disclosure framework:

#### Benefits to the Organisation

- Supports legal compliance.
- Aggregated data dashboard.
- Support all Employees.
- Enhance EDI reputation internally and externally.
- Support employee retention.

### Neuro-difference Disclosure framework:

#### Benefits to the Employee

- Multiple levels of disclosure.
- Curated support.
- Improved employee satisfaction.



## Neuro-difference Dashboard

Your workforce have completed cognitive mapping, many are ready to disclose their neuro-differences, but where is this information and associated actions collated and reviewed?

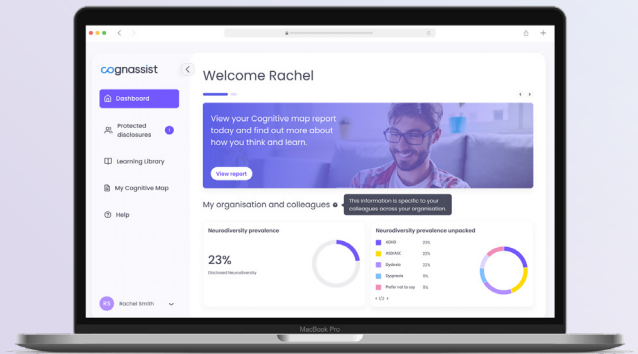
### The Cognassist Neuro-difference Dashboard

By presenting representation data to your company, it not only demonstrates a commitment to inclusivity but also boosts engagement.

It empowers HR and People teams to strategically allocate investments where your organisation requires them the most.

### The Dashboard shows...

- > Workforce representation
- > Neuro-difference representation
- > Empowered engagement



## Workforce Representation

Effortlessly collect, anonymise, and aggregate data to precisely reveal the percentage of your workforce with neuro-distinct qualities. This method provides clear evidence of heightened representation, offering your employees valuable insight into the diverse fabric of your organisation. Enhance your workplace experience with a focus on meaningful representation – recognising its importance in fostering a thriving environment.

## Neuro-difference representation

Understanding the distinct breakdown of neuro-differences empowers you to optimise your communication approaches, ensuring they align seamlessly with the diverse needs and perspectives of your people. This nuanced approach enhances team dynamics and fosters more effective and inclusive communication.

## Empowered engagement

Illustrate to your team the varied landscape of neurodiversity within your organisation, highlighting the most represented differences. By showcasing the representation of neurodiversity, you not only promote transparency but also cultivate an environment where everyone's unique strengths are recognised and celebrated. This demonstration drives a culture of inclusion, encouraging understanding and appreciation among your people.



### Neuro-difference Dashboard:

## Benefits to the Organisation

Measure what matters to your current and future employees.

Make informed decisions.

Support all Employees.

### Neuro-difference Dashboard:

## Benefits to the Employee

Create belonging.

Support all Employees.



## Accredited neuro-inclusion training

The final stage of navigating neuro-inclusion is ensuring your workforce are trained to support one another.

Cognassist's neuro-inclusion training, assured by global skills development consultants, City & Guilds and ILM, ensures that your workforce is equipped to expertly navigate neuro-diversity, fostering an environment of openness and proactive support.

## Cognassist Neuro-inclusion Training

Our training modules are available at three levels:

Neuro-inclusion:  
Employee awareness

Neuro-inclusion:  
Manager awareness

Neuro-inclusion:  
Champion



Collectively, the training brings a wealth of benefits to you and your workforce.

These include, but are not limited to:

Enhancing value and credibility to your organisation, people and stakeholders.

Demonstrating your neuro-inclusive culture to external customers, partners and candidates.

The ability to actively monitor neurotype representation.





## Neuro-inclusion Training: Employee awareness



1. For all employees.
2. No prerequisite requirements.
3. Available as expert-led webinar or modular e-learning course.
4. Assured by City & Guilds.

Level-up every member of your organisation with integral awareness of what it means to be part of a neuro-inclusive organisation, and their role within it.

### Key Benefits

#### **Build foundational knowledge of cognition and neurodiversity**

Our training provides insights into what it means to be cognitively diverse, laying the groundwork for a shared understanding of neurodiversity that drives neuro-inclusion at every level.

#### **Unlock cognitive strengths and value neuro-differences**

Learn to recognise how neurodifferences unlock unique cognitive strengths. Discover the wealth of perspectives and capabilities that cognitive diversity brings to your team through Cognitive Mapping, fostering an environment where diverse thinking is valued.

#### **Improve internal communication**

Understand and apply suitable language in the context of neurodiversity. Our training ensures that communication is inclusive and respectful, creating an atmosphere where open conversations can take place.

ENQUIRE

Get in touch to discover more!

Our solution enables employees to thrive in the workplace, whilst providing legal and ethical compliance for your organisation.

[Find out more >](#)



## Neuro-inclusion Training: Manager awareness



1. For managers and Neuro-inclusion Champions.
2. Prerequisites: Neuro-inclusion: Employee awareness training
3. Available as expert-led webinar or modular e-learning course.
4. Assured by City & Guilds and ILM.

Empower your managers to help cultivate a workplace that celebrates and supports cognitive diversity. Elevate their managerial skills to spearhead inclusivity and drive success for your entire organisation.

### Key Benefits

#### **Apply knowledge of neurodifferences to management practices**

Develop a deeper understanding of neuro-differences, their associated strengths and challenges, and how to provide effective support. Acquire the skills to identify and create Personalised Workplace Adjustment plans tailored to your team's unique requirements.

#### **Ensure compliance with legal duties**

Provide your managers with an awareness of their legal duties and how to perform their role effectively, in line with the organisation's broader responsibilities towards neurological differences.

#### **Lead with disclosure best practice**

Gain insights into best practices for supporting team members before, during, and after a neuro-difference disclosure. Equip your managers to respond swiftly and professionally within the Neuro-difference Disclosure Framework, promoting trust with team members.

### Training methods

#### **Expert-led webinars**

Train your teams together, inspire discussion.

Share experiences and insights through trainer Q&A.

#### **On demand e-learning**

Bite-sized learning modules available when you need them.

Upskill your teams quickly and efficiently.



## Neuro-inclusion Training: Champion



1. For Neuro-inclusion Champions.
2. Prerequisites: Neuro-inclusion: Employee awareness and Neuro-inclusion: Manager awareness training.
3. Available as expert-led webinar or modular e-learning course.
4. Assured by City & Guilds and ILM.

Initiate and qualify your neuro-inclusion leaders and embed their knowledge in your organisation's capabilities.

### Key Benefits

#### Internal support infrastructure

Your people know your organisation the best. Neuro-inclusion Champions are trained to provide guidance for employees and managers in a flexible manner through confidential and collaborative conversations.

#### A network of experts

Champions give employees and their managers confidence in your organisation's expertise to navigate even the most complex situations. Employees have the flexibility to choose who to talk to, and can receive support whether they choose to disclose a neurodifference or not.

#### Actionable long-term change

Transform your organisation with training that goes beyond awareness—our programme leads to actionable, long-term change. Embed the principles of neuro-inclusion into the fabric of your organisation for sustained impact and assured quality.

Join us on the journey to fostering a neuro-inclusive workplace.

Our training will empower employees, managers, and collectively inspire champions who contribute to a workplace where diversity is celebrated and every individual thrives.

**Try our neuro-inclusion platform!**

[Book a demo](#)

