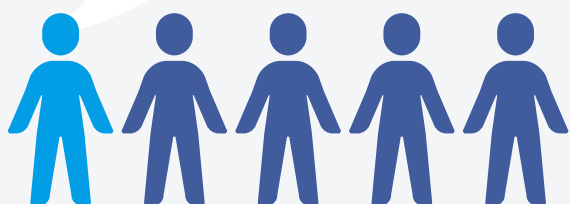


What is Neurodiversity?

A term for the naturally occurring variations of the human brain, which can affect the way that people think, learn and process information.

First coined by Australian sociologist Judy Singer in 1998.



1 in 5 people are said to be neurodiverse*.
TOURETTE'S SYNDROME AUTISM
ADHD DYSPRAXIA DYSLEXIA
DYSCALCULIA and many others
are included under this umbrella term.



Co-occurrence is common,
e.g. 18-45% of people with ADHD also have dyslexia, and 18-42% of people with dyslexia also meet the criteria for ADHD.

But no two brains are the same.

The neurodiversity movement aims to change perceptions of individuals with different minds, and move away from the existing 'deficit model'. It's crucial that we appreciate and celebrate the unique strengths of a proudly neurodiverse society, whilst also recognising and providing support for the challenges that people may face.

The Neurodiversity Umbrella Project

Since 2017, we at the ADHD Foundation Neurodiversity Charity have organised umbrella displays to act as a colourful, uplifting celebration of neurodiversity.

In the Workplace

Spiky Profiles



People with neurodevelopmental conditions often have particularly varied 'skill profiles'. For example, they may be very proficient in public speaking, but might have significant challenges with organisation when compared with their peers. Taking a person-centred approach and properly analysing the skillset of each colleague can greatly improve their effectiveness and enjoyment of a job!

Executive Functions

Imagine how an impairment in any or all of these areas could affect your daily working life - such challenges are common for people with a neurodevelopmental condition.



Organisation Emotional Control
Planning and Prioritising Impulsivity
Task Initiation Working Memory
Flexible Thinking Self-Monitoring



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*In the UK, the terms neurodiverse and neurodivergent are both used to describe individuals with neurodevelopmental conditions, and people can self-identify according to which word they prefer!