



Neurodivergence
-
**important for
your company?**

**„Logic will get you
from A to B.**

**Imagination will take
you everywhere.”**

Albert Einstein

What is Neurodivergence?

Neurodivergence includes:

- Autism
- ADHD
- High sensitivity
- Dyslexia
- Dyscalculia
- Dyspraxia
- Tourette syndrome
- Giftedness
- Many other neurological conditions

Neurodivergence means:

- Different perception
- Different information processing
- Different interpretation of social interactions

20 to 40 percent of people are neurodivergent.

Neurotypical systems like school, work, or healthcare can be challenging for them.

Neurodivergent employees

Neurodivergent employees often have extraordinary skills:

- Pattern recognition
- Memory
- Attention to detail
- Creativity
- Concentration
- Unconventional problem-solving
- Unique perspectives on the environment
- Understanding of complex connections
- Curiosity

To fully realize this potential, they often need:

- Reduced sensory input: light, odour, noise
- Private offices
- Option to work from home
- Headphones, sunglasses, or other accommodations
- Understanding of their needs
- Clear instructions
- Reliability

Why this matters for your company

Studies show that companies with well-integrated neurodiverse teams benefit from:

- Increased productivity
- Higher quality
- Optimized processes
- Greater innovation
- Higher engagement
- More creative problem-solving
- Improved reputation
- Stronger employee retention
- Greater employee satisfaction

Talk with your neurodivergent employees.

They are happy to share their perspective and help identify adjustments so they can contribute effectively to your company's success.

Some additional facts about neurodivergence

- Neurodiversity – all brains are different
- Neurodivergence – a brain works differently than average
- Neurological differences are natural
- Assuming everyone perceives and processes information the same way is wrong

According to the UN Sustainable Development Goals 8, 10, and 16, private companies and public institutions must provide equal opportunities for everyone.

Verband Neurodiversität supports this effort.

Help remove barriers and benefit from diversity! Together, new solutions can emerge – for employees and customers alike.



Verband Neurodiversität sees diversity as an opportunity.

We are happy to support you with information and services from our members.

Contact us:

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