



**My brain works
differently.
Yours too?**

**Do you perceive the
world differently?**

**Maybe you are
neurodivergent!**

What is neurodivergence?

Neurodivergence includes:

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

Neurodivergence means:

- Experiencing the world differently
- Processing information differently
- Interpreting social interactions differently

Between 20 and 40 percent of the population are neurodivergent. For these people, neurotypical systems – such as school, work, or healthcare – can be challenging.

Does this sound familiar?

- Commuting and open-plan offices can be exhausting
- They may be sensitive to:
 - Bright lighting
 - Strong odours
 - Noise and multiple voices
 - Constant movement
 - Small talk
 - Phone calls
- Energy can drop almost to zero at work

Signs you might notice in neurodivergent employees:

- Rarely or briefly joins coffee breaks
- Often wears headphones
- Startles when addressed
- Is polite, efficient, and focused
- Works differently from others
- Always finds solutions
- Extremely precise

Do you recognize yourself in any of these situations?

This might help:

- Reduce sensory stimuli: light, odours, noise
- Quiet, private offices
- Option to work from home
- Headphones, sunglasses, and other accommodations allowed
- Awareness and understanding of neurodivergence

Talk to your manager and share your experiences to identify the adjustments you need.

This way, everyone can benefit from your full potential.

Some facts about neurodiversity and neurodivergence

- Neurodiversity – all brains are different
- Neurodivergence – a brain works differently from the average
- Neurological differences are natural
- Assuming that everyone sees, hears, feels, odours, and processes information in the same way is incorrect

According to the United Nations Sustainable Development Goals 8, 10, and 16, private companies and public administrations are obliged to provide equal access to all people.

Verband Neurodiversität advocates for this as well.

Claim your rights and help remove barriers!

Together, new ideas can emerge – benefiting both employees and the company.



We at Verband Neurodiversität see diversity as an opportunity.

We are happy to support you by providing information and connecting you with member services.

Contact us:

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