



Neurodiversity: an enrichment on the workfloor & in the society



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Bjièn bv

What is neurodiversity?



What is your understanding of “neurodiversity”?

Neurodiversity



A biological reality and refers to the natural variation of the human brain and mind. We are diverse in our thoughts and ways of being, just as we are in ethnicity, age, gender, belief, sexuality, ...

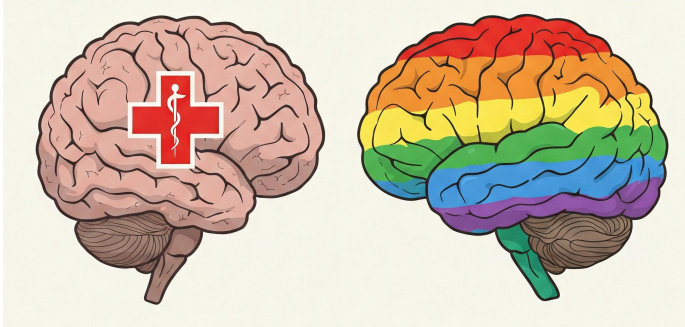
We want to preserve neurodiversity in our society, just as we want to cultivate biodiversity in our ecosystem.

Source: Judy Singer, an Australian sociologist, in 1998

Neurodiversity

*All forms of thinking and
interacting with the world
= everyone*

Neurodiversity paradigm



The perspective that people experience and interact with the world around them in many different ways.

There is no one "right" way of thinking, learning, and behaving, and differences are not viewed as deficits or disorders.

Bron: Harvard Health Publishing, door Nicole Baumer en Julia Frueh.

Neurodiversity paradigm



A natural and valuable form of human **diversity**.

The idea of one 'normal' brain or way of functioning is a **culturally constructed fiction**.

As with other human diversity, there is **social power inequality (privilege)** that leads to **discrimination** against neurodivergent individuals.

Embracing neurodiversity allows neurodivergent individuals **to reach and demonstrate their full potential**.

Source: Nick Walker, Neurodiversity: Some Basic Terms & Definitions.

Neurodiversity movement

A social justice movement that strives for civil rights, equity, respect, and full societal inclusion for neurodivergent individuals.

The goal is **to advocate for the interests of individuals and groups** who have been disadvantaged and denied opportunities due to their **neurobiology**.

Sources:

- Ludmila N. Praslova, Phd - The Canary Code: A guide to neurodiversity, dignity, and intersectional belonging at work.
- Nick Walker, Neurodiversity: Some Basic Terms & Definitions.



NEURODIVERSITY

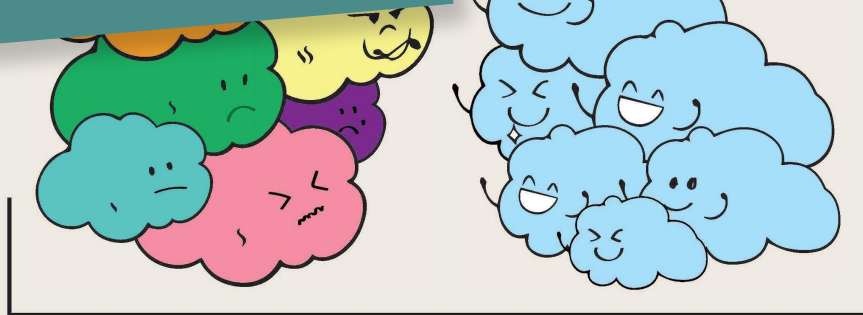
NEURODIVERGENT
PERSONS

☹ social norm

NEUROTYPICAL
PERSONS

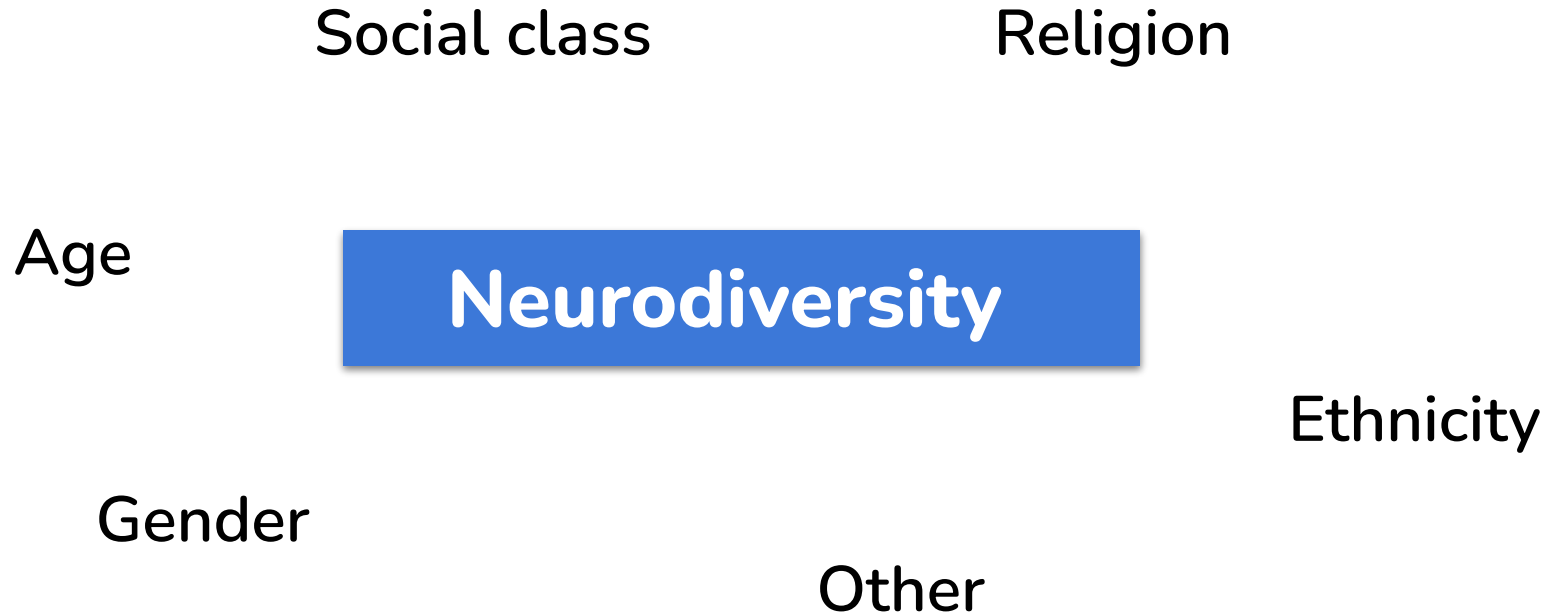
☺ social norm

15-20% of the
world population
(excl. Introversion and high sensitivity)



NEURODIVERSE GROUP

Neurodivergence & intersectionality



Potential strengths

- ★ Creative thinking
- ★ Looking at problems from different angles
- ★ Recognising patterns
- ★ Seeing the bigger picture
- ★ Visual thinking

...and the value it brings for the organisation

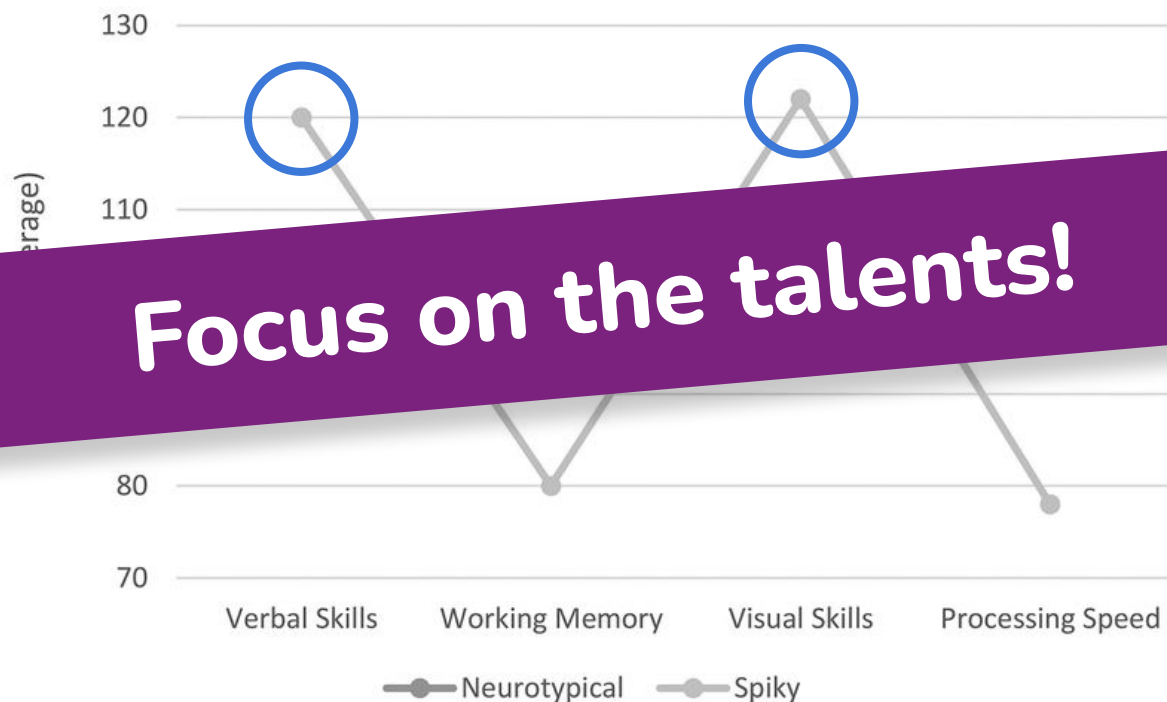
- ✓ Innovation and better products, services or processes
- ✓ Solutions for complex problems
- ✓ Better informed decisions, and seeing opportunities for optimisation
- ✓ Seeing opportunities in the market or system
- ✓ Conveying ideas in a clear and attractive way

And many more...

The value of diverse brains and minds



Spiky profiles



Focus on the talents!

If you've met one

neurodivergent person,

you

neurodivergent person.

No one-size-fits-all approach!

Neuro-affirmative approach

Aspect	Neuronormativity	Neuroaffirmative Approach
Focus	Aanpassing aan de neurotypische norm.	Waardering van neurodivergentie als een natuurlijk onderdeel van menselijke diversiteit.
Benadering	Deficit-model: benadrukt tekorten en beperkingen.	Diversiteitsmodel: benadrukt sterke punten en individuele verschillen.
Doelstelling	Corrigeren of normaliseren van neurodivergent gedrag.	Ondersteunen van neurodivergente individuen en aanpassen van systemen aan hun behoeften.
Onderzoeksperspectief	Vaak gericht op het identificeren en behandelen van "afwijkingen."	Gericht op empowerment, samenwerking en onderzoek dat aansluit bij de ervaringen van neurodivergente mensen.
Praktische Impact	Kan leiden tot stigma, pathologisering en uitsluiting.	Bevordert inclusie, psychologische veiligheid en acceptatie.

Nothing about us without us = essential



As well as psychological safety



**Neurodiversity
an enrichment for
the workplace
and society.**



BIEN



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We help companies with the awareness of neurodiversity in the workplace and the implementation of neuroinclusive approaches and strategies.

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