

# Neuro-inclusive recruitment

*A Genius Within Advisory Service*

For neurominorities, there are many obstacles in typical recruitment processes that put them at a disadvantage compared to their neurotypical peers. Completing application forms, participating in assessment exercises, and performing in interviews can be a challenge. Even something many consider to be simple, such as travelling to the interview, can be a nightmare. However, this does not mean that they are the wrong candidates for the role.

By ensuring that your organisation operates neuro-inclusive recruitment and selection processes, you can get access to an untapped talent pool. Removing unintentional barriers means you can attract candidates with the right skills for your roles, not just the ones that fit into your recruitment process.

## **What are the benefits of neuro-inclusion?**

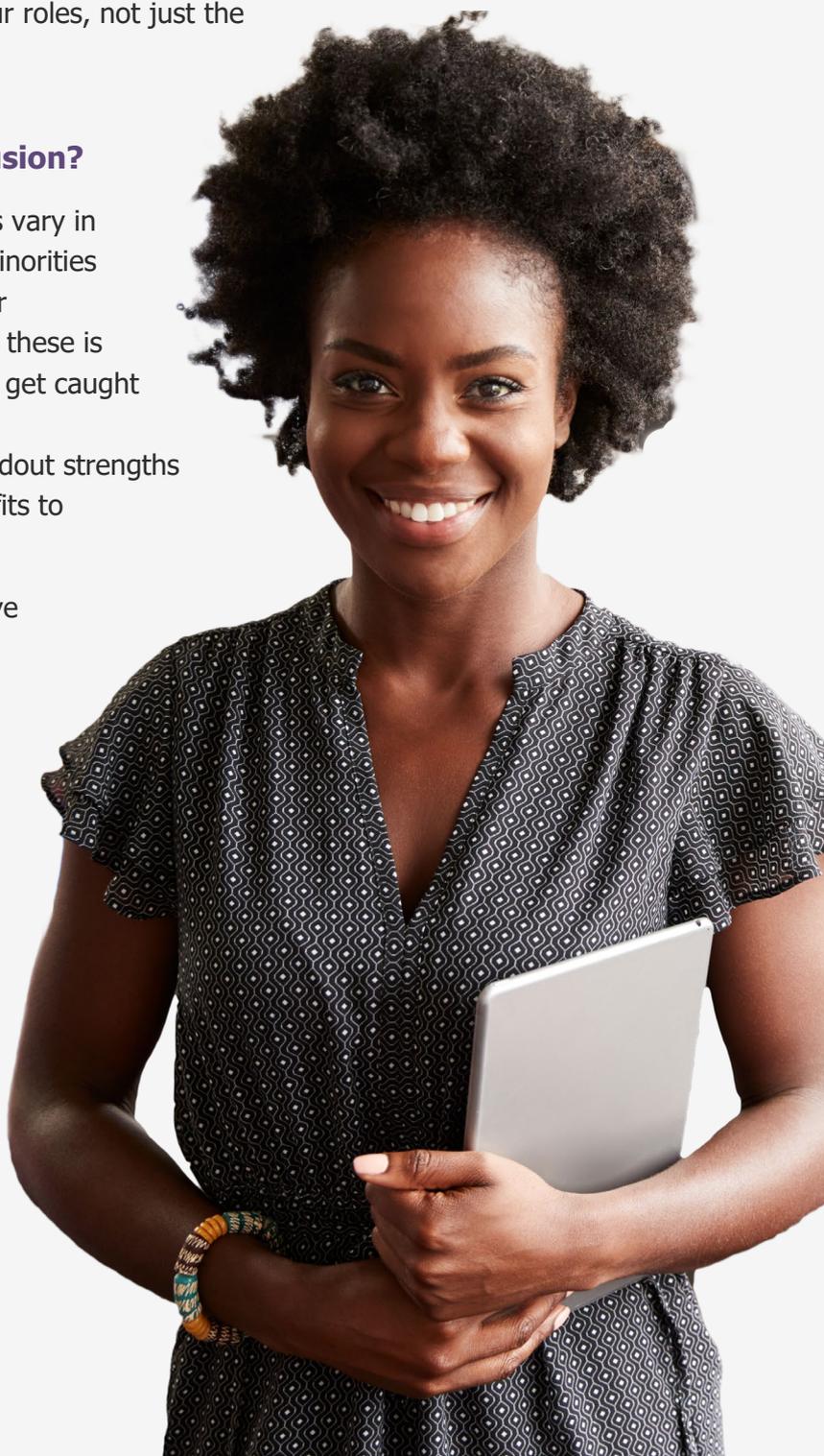
Neurodiversity is the concept that all humans vary in terms of their neurocognitive ability. Neurominorities have strengths and weaknesses just like their neurotypical peers but the variation between these is typically more pronounced. It can be easy to get caught up in focusing on the challenges.

However, neurominorities have areas of standout strengths and abilities which can offer significant benefits to employers if identified and harnessed.

For neurominority strengths to shine and have an equal chance of success in a recruitment situation, adjustments need to be made to make the process more accessible to all candidates.

## **What does accessibility look like?**

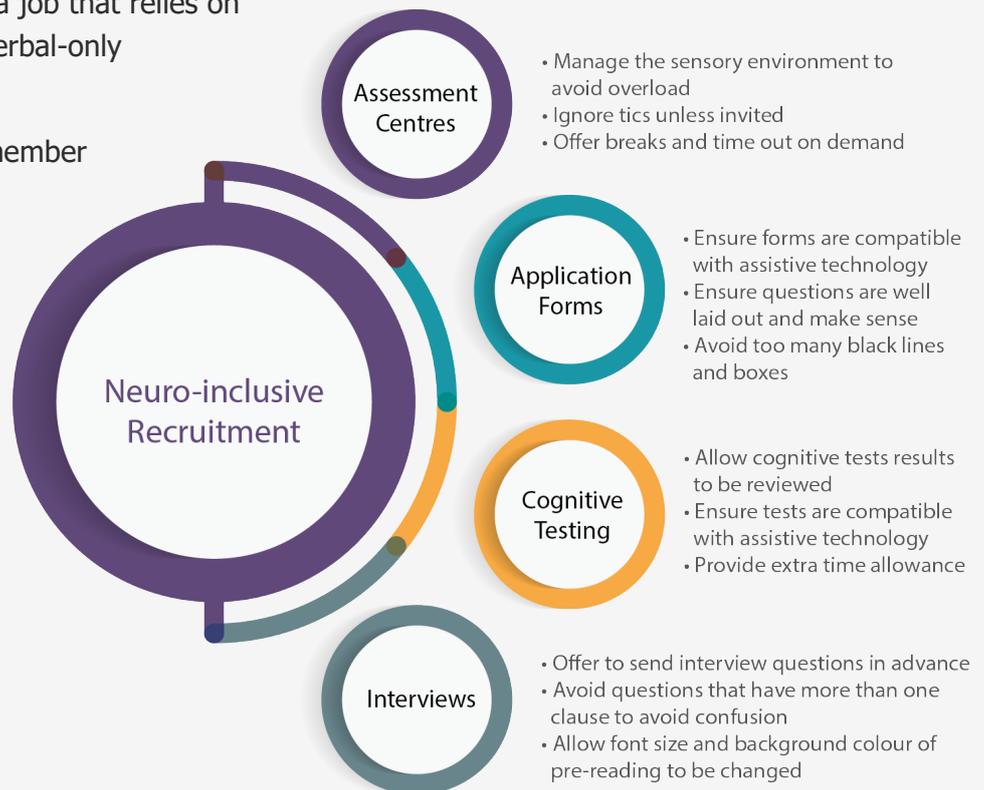
The term neurominority covers individuals with a range of conditions. This can make it confusing for recruiters to know the best way to make recruitment inclusive. By matching your approach to the skills required for the role, rather than



adopting a standard recruitment process, you ensure the job is accessible for the right candidates. For example, if you have a job that relies on visual skills, don't use a verbal-only recruitment technique!

It is also important to remember that you are required to make the same reasonable adjustments in recruitment as would be available in the eventual job. This can be difficult as conditions overlap and sometimes people are misdiagnosed.

**So, the best approach is often to just ask "how can we support you to work at your best?"**



## How can Genius Within help?

Genius Within has been working in the field of neurodiversity for 10 years. We understand the challenges that neurominorities face and how to help organisations neurodiversify their recruitment processes.

Our Occupational Psychology team can provide a wide range of advisory services including:

- ❖ A full audit of your recruitment, selection, and interview processes
- ❖ Reviewing your talent acquisition strategy including job posting, advertising, ND screening, and strengths mapping
- ❖ Delivering HR training and action learning sessions
- ❖ Providing neurodiversity toolkits and awareness training
- ❖ Communication and feedback techniques
- ❖ Understanding assessment and reasonable adjustment processes
- ❖ Double loop learning, stakeholder management and debriefing
- ❖ Work will contribute to your Disability Confident Employer accreditation

## What should you do next?

Please call our friendly Client Services team on +44 (0)1273 890 502 or email them at [clientservices@geniuswithin.co.uk](mailto:clientservices@geniuswithin.co.uk) and they will arrange a call back to discuss your requirements. To find out more about the support that we can offer visit [www.geniuswithin.co.uk](http://www.geniuswithin.co.uk).