



# neurodiversity pathways

We educate and support neurodiverse individuals to **help launch their careers** and organizations to **integrate them into the workplace.**

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## Neurodiversity In The Workplace Awareness Session

Neurodiversity is the range of common differences in thinking and behavior which we now understand to be normal variations in humans. This includes conditions such as autism, dyslexia, ADHD, and others. Neurodiverse variations have played a central role in the development of human society, yet neurodivergent people have been historically misunderstood and marginalized as individuals. We use autism as a primary example in our offerings (since autistic traits cover most of the other neurodivergent conditions) to discuss an understanding of neurodiversity and its role in society, including the workplace.

The majority of neurodivergent people (now understood to be 1 in 5 or more) are employable, yet most of them struggle with finding and thriving in jobs. This is despite the fact that common neurodivergent strengths - such as intense attention to detail, self-taught expertise, high integrity, and ease in sustaining deep focus and 'flow' - are traits needed in an effective 21st Century workforce. We will discuss how organizations can foster neurodiversity to their advantage, how increasing understanding and acceptance of neurological differences is allowing more people to enter the workplace, and what concrete steps each of us can take to better understand and support neurodivergent colleagues.