

Neurodiversity Resource Pack: Practical Strategies

Summary

This document contains a section about 'reasonable adjustments', followed by four sections with strategies neurodivergent people may be able to use in their context.

This document was created collectively by people who attended a neurodivergent workshop in June 2025. The session was designed for people who are neurodivergent and work in the Methodist Church in some capacity to collaborate and create ideas in how to support one another.

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Reasonable Adjustments

What are they?

Employers are required by law to make reasonable adjustments to ensure that disabled individuals (which includes neurodivergent people) are not at a disadvantage. These adjustments are tailored to each individual's needs and can be physical, sensory, cognitive, or emotional. The cost of these adjustments is the responsibility of the employer, not the employee. Most importantly, effective adjustments are made through open dialogue: asking individuals what they need, trying out solutions, and regularly checking in to assess their effectiveness.

Examples

- Flexible work schedules (e.g., later start times, shorter shifts).
- Quiet spaces for focus or recovery.
- Clear, concise instructions (both written and spoken).
- Breaking tasks into smaller steps.
- Judgment-free, specific feedback.
- Alternative communication options (visual, auditory, written, kinaesthetic).
- Regular check-ins to adapt support as needs change.

Why they matter

Accessibility helps everyone, not just neurodivergent people. Adjustments reduce stress, prevent burnout, and allow people to contribute fully. In schools, workplaces, and churches, they help build true inclusion.

See: ACAS – Reasonable Adjustments at Work:

<https://www.acas.org.uk/reasonable-adjustments>

And: <https://youtube.com/shorts/5--stzyHjGY?si=hwUgeE-D3moDJmeP>

Strategies

Organisation and Productivity

Strategies

- Use diaries, planners, or digital organisers (e.g. Todoist, Trello, Lunatask).
- Break tasks into small, achievable steps.
- Use checklists and timers to stay on track.
- Build in flexibility: allow for hyper-focus or last-minute motivation where possible.
- Reduce decision fatigue: use pre-set routines, binary choices (yes/no, coin toss).
- Experiment with AI tools (e.g. Claude.ai) to reduce admin load (drafting, idea generation).

Assistive Tech

- Time-tracking apps.
- Digital organisers/mind mapping software (e.g. MindView AT).
- Noise-cancelling headphones to reduce distractions.

Resources

- Online planners and productivity apps.

Increasing Self-awareness

Strategies

- Keep a “stress journal” to spot early signs of overwhelm, burnout, or fatigue.
- Use Spoon Theory to plan your day based on available energy (decisions, social interactions, etc.) An analogy that helps with fatigue awareness and what brings joy or overwhelm, what helps with recharging?
- Practice saying “no” and setting boundaries without guilt.
- Use interoception exercises (body scans, naming bodily sensations, breathing).
- Share physical feelings with a trusted person (friend, therapist, etc.) to link sensations with emotions.

Assistive Tech

- Mood-tracking apps (e.g. Daylio, MoodMission).
- Meditation/relaxation apps (e.g. Mindspace, Salm, etc.)
- <https://www.spoonieday.com/>

Resources

- Kelly Mahler’s *Interoception Curriculum*: <https://www.kelly-mahler.com/>
- <https://connect.humber.nhs.uk/wp-content/uploads/2024/09/Interoception.pdf>
- <https://seenandheardtherapy.co.uk/mindful-gnats> (may be a bit childish for some)

Health and Wellbeing

Strategies

- Build healthy routines, considering sleep hygiene, balanced meals, regular breaks. You may not sleep, eat and have breaks like a neurotypical person!
- Use pre-prepared meals or limited-choice menus to reduce decision fatigue.
- Balance “drive/threat/soothe” systems: create calming rituals (walks, prayer, grounding exercises); see: https://balancedminds.com/three-system-model/?fbclid=IwY2xjawMb-ApleHRuA2FIbQIxMABicmlkETBkdIVyQXBidm4yb0I2TXVhAR4CVfKgYLGTrDaESb6ZUgR7PZy6k4uZaKk_FPk9nghAYA-NkCpsTHED82L-fA_aem_tNC9qOB6iLw-rgcfEtnw
- Use sensory kits (weighted blanket, fidgets, scents) to regulate emotions.
- Prioritise belonging: seek out supportive communities (faith, friends, groups).

Assistive Tech

- Fitness/wellbeing apps (e.g., Calm, Headspace, Focus Friend).
- Meal planning apps to simplify food choices (see: <https://www.additudemag.com/diet-apps-adhd-2020/?srslid=AfmBOooOthw-4qeqY6hyzWaZkZ5eSmtPGIN90rKmbJ373rdRRTWoPUAu>)

Resources

- YouTube shorts:
 - <https://www.youtube.com/shorts/vmnR0vb7Y1I> - list for ASD
 - <https://www.youtube.com/shorts/S3P4ZOeN0AQ> - self-care plan (sensory self-care)
 - https://www.youtube.com/shorts/S-xaDPX_rX8 showing up for yourself – personal experience
 - https://www.youtube.com/shorts/dhAtDwGuq_w ‘that’s all I’ve got’
 - <https://www.youtube.com/shorts/txukX0hJDgs> how to make self-care easier – changing expectations
- Methodist Church: <https://www.methodist.org.uk/for-churches/guidance-for-churches/wellbeing/>

Reducing Stigma

Strategies

- Like safeguarding is 'everyone's responsibility', so too is challenging stigma and creating an inclusive environment.
- Use self-advocacy phrases:
 - "I need this adjustment to work effectively."
 - "This is how you can support me."
- Practise assertive communication (clear, respectful, and boundaried). If you struggle with this, you could practise it with a trusted person (a friend, partner, therapist, etc.)
- Reframe things, e.g. 'accessibility supports everyone, not just neurodivergent people'.
- In churches, schools, and workplaces, people need to model inclusivity (captions, transcripts, describing images). This is especially important for people in leadership roles to do this.

Assistive Tech

- Speech-to-text software for accessibility (Dragon Nuance, Speechify).
- Captioning tools for meetings/events.
- Universal Design: <https://www.neurodiversitynetwork.net/technology-accessibility#universaldesign>

Resources

- ND Institute: <https://ndinstitute.co.uk/>
- The Neuro Inclusion Project: <https://www.theneuroinclusionproject.co.uk/>