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Ten Questions: How Well Is Your Organization Connecting With Neurodiverse Workers?

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Former compliance officer Jason Meyer, president of LeadGood Education, developed these questions to help organizations improve their engagement with neurodiverse workers, which he said make up about 20% of the workforce. Among other things, it will help reduce compliance risk (see story, p. 1).^[1] Contact Meyer at jason@leadgoodeducation.com.

Can my organization do better at including and connecting with neurodivergent workers?

Ask yourself these questions about your workplace and your organization:

1. Are you satisfied with the performance of all your workers, in terms of their ability to complete projects and assignments consistently and on time?
2. Do managers feel that everyone on their team understands instructions “the first time,” and then successfully juggles and prioritizes competing demands?
3. Does your organization employ multiple learning and presentation modalities to present important policies and corporate information?
4. Have you integrated your processes for identifying and accommodating disabilities with your processes for workplace assessment and training and for monitoring compliance?
5. Does your organization have a culture and practice of proactively reducing the cognitive load of employees with impaired working memory?
6. Does your organization support personalization of working styles to accommodate those with cognitive and learning differences?
7. Are critical information and instructions repeated to the workforce, preferably in multiple ways and from different sources?
8. Has your organization incorporated “Universal Design” and other neurodiversity design best practices into your onboarding and your ethics and compliance training?
9. Do managers at your organization work to discourage multitasking and avoid the need for employees to frequently switch tasks?
10. Have managers and executives received training or mentoring to help them engage with and lead neurodivergent people?

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