

PP15: Exploring the Strengths and Challenges of Neurodiversity Within the Pharmaceutical Industry

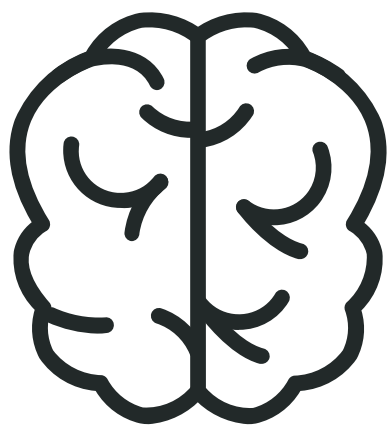
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What is Neurodiversity?

'Neurodiversity describes the idea 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.'^[1]

Neurodiversity is an umbrella term that includes individuals who have been diagnosed with autism spectrum disorder, ADHD, dyspraxia, dyslexia, dyscalculia, or Tourette's syndrome to name a few.

Teams with neurodivergent members are 30% more productive than others and make fewer errors^[2]



Challenges in the Workplace

- Communication:** Neurodivergent individuals often face issues with communicating, they may have difficulties understanding non-verbal social cues and require a more direct approach towards communication.
- Sensory Processing Differences:** Can include high/low sensitivity to light, sound, smell, taste, and texture. This can lead to overstimulation or under-stimulation; which can cause meltdowns/shutdowns or boredom, apathy and poor motivation, respectively.
- Masking:** Involves imitating neurotypical behaviour patterns to be socially acceptable and included. This can be extremely draining, emotionally and physically, for neurodiverse individuals.

References:

- [1] Harvard Health Blog. *What is neurodiversity?* <https://www.health.harvard.edu/blog/what-is-neurodiversity>
- [2] My Disability Jobs. *Neurodiversity in the Workplace Statistics.* <https://mydisabilityjobs.com/statistics/neurodiversity-in-the-workplace>
- [3] GMB Union. *What is neurodiversity?* <https://www.gmb.org.uk/thinking-differently-at-work/what-is-neurodiversity>

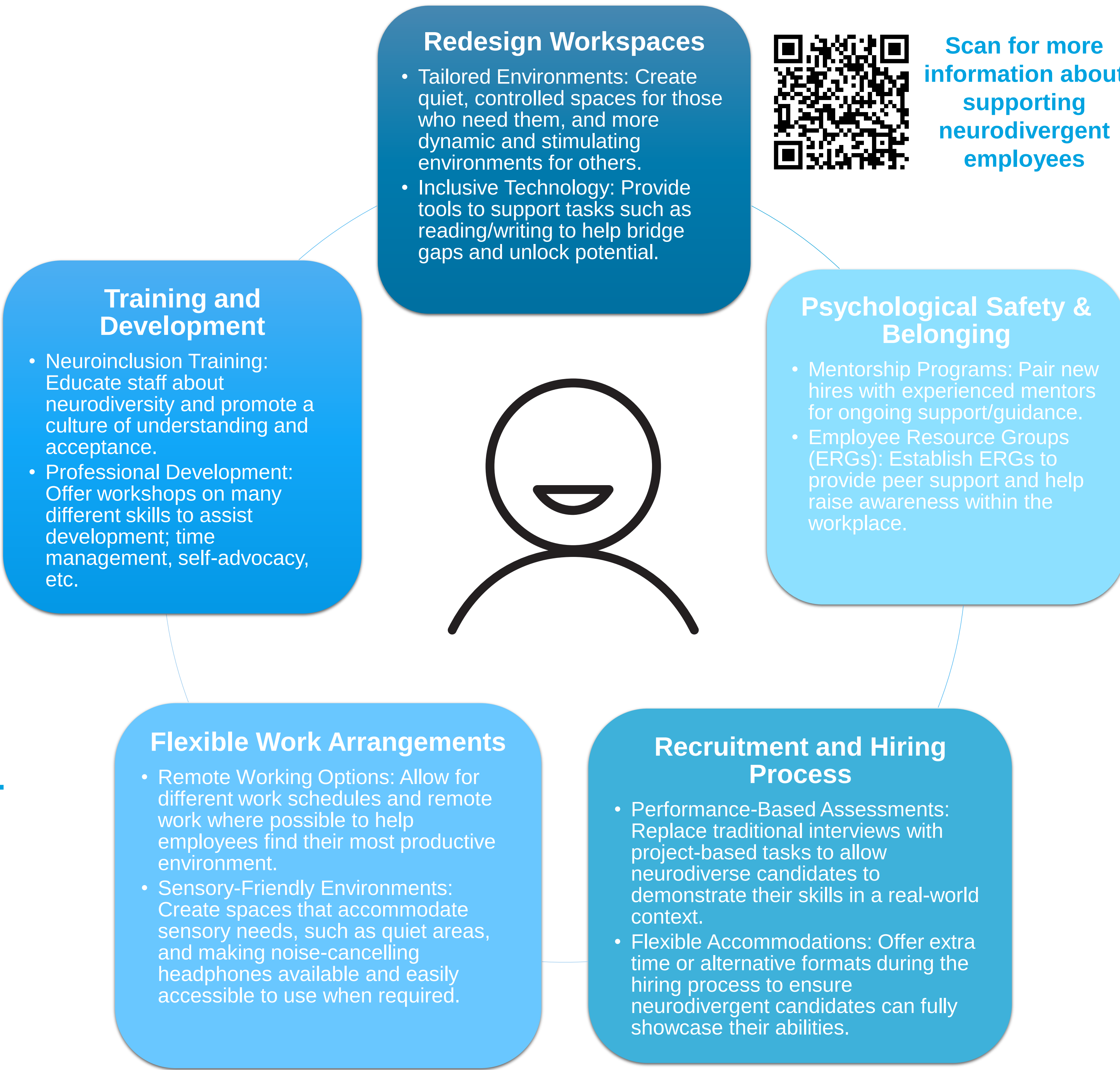
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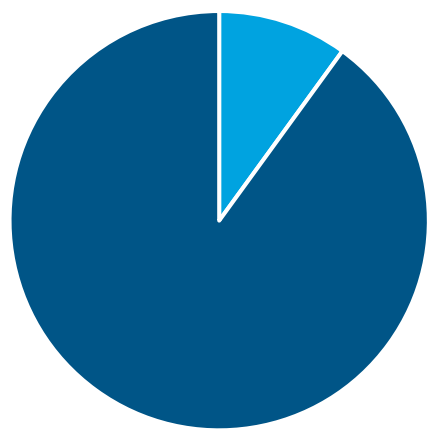
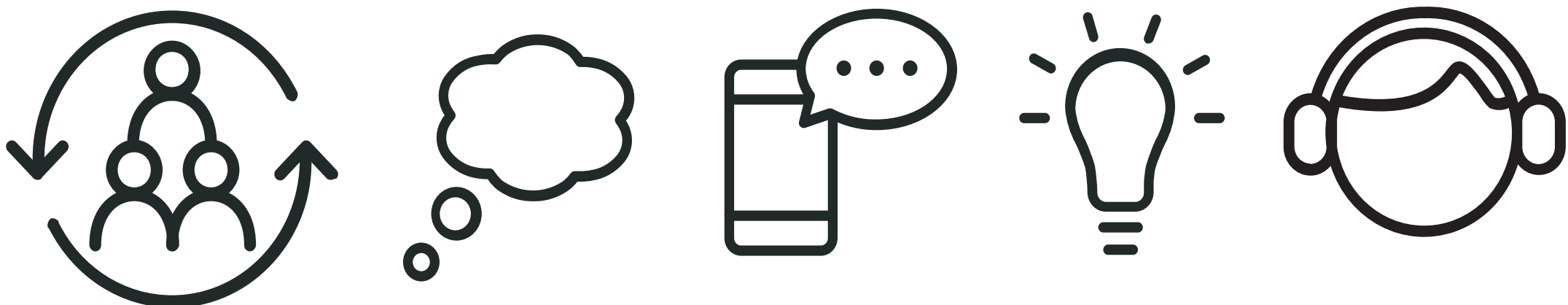
Strengths of Neurodiversity

- Creativity, Innovation and Problem-Solving:** Neurodivergent individuals often think outside the box with creative and unconventional approaches, leading to novel solutions.
- Attention to Detail:** Many neurodivergent individuals have a heightened ability to notice many intricate details when performing a task, which can result in enhanced focus, productivity and precision.
- Pattern Recognition:** A common skill within the neurodiverse population that is highly valuable within the pharmaceutical industry; specifically, data analytics and research.
- Honesty and Integrity:** Neurodivergent individuals value these traits highly, and their commitment to honesty provides trust and transparency within teams. This helps to create strong working relationships and effective collaboration.
- Hyperfocus, Passion and Enthusiasm:** Hyperfocus is a trait many neurodivergent individuals experience where they become extremely immersed within their assigned task. This allows them to develop exceptional skills in specific interests which is a great asset within the working environment.
- Resilience:** Neurodivergent individuals are constantly navigating a world that was not designed for them, making them extremely resilient in many different areas.

Neurodivergent Accessibility in the Workplace



Scan for more information about supporting neurodivergent employees



1 in 10 working age adults are neurodivergent^[3]