



Neurodiversity in the Workplace

A Neurotech[®] assessment of
how well neurodiversity is
supported at work

Based on data gathered between July 2021 - July 2022

About Truthsayers Neurotech®

Truthsayers® is a UK-based global neuropsychology and technology company. We are global leaders in the advancement of neuro-tech solutions to measure unbiased, unmoderated sentiments – in other words, how people truly feel. Neurotech® is our intuitive platform that uses a method known as Implicit Reaction Time to capture participants' gut reactions - their responses that occur in their nonconscious mind.

How the Implicit Reaction Time assessment works

Implicit Reaction Time (IRT) works by presenting the participant with a 'prime': a short statement or word related to our topic of 'support at work'. This prime triggers a reaction at a nonconscious level. As the prime disappears, either the word 'Yes' or 'No' appears. The respondent is told to press Yes or No. The speed of response and imperceptible differences in the speed of pressing 'Yes' or 'No' are captured by Neurotech®. These differences reveal how a respondent truly feels.

95%

of our responses happen without our conscious awareness.*



*Daniel Kahneman,
Thinking, Fast and Slow, 2012

How Neurotech® data was gathered for this assessment

Between July 2021 and July 2022, Truthsayers ran an online Neurotech® assessment that involved an Implicit Reaction Time assessment. Participants were asked to take the assessment twice, with a week in between.

There were two objectives with the assessment:

1. To understand how well employees **feel** neurodiversity is supported at work.
2. To understand how useful our NeurodiversityToolbar™ is for neurodivergent respondents - in particular in relation to reading for those who are dyslexic.

The findings in relation to the first objective are outlined on the following pages.

The findings in relation to the second objective are outlined in Appendix A. The findings were achieved by comparison of the data results from week 1 and week 2 where respondents took the same assessment - once with the NeurodiversityToolbar™ and once without.

About the Respondents

We invited participants who self-certify as neurodivergent and as neurotypical to take part. We asked those who are, or believe they are, dyslexic to self-certify since reading time is a key factor we were looking to examine in relation to our NeurodiversityToolbar™



Part 1: Workplace Culture

We used three statements to gather responses in this part:

My workplace is
inclusive

My workplace has an
open culture

Neurodiversity is openly
discussed in my workplace



Key Findings



'**Inclusion**' does not always include **neurodiversity**.



A workplace **may appear inclusive** from the outside, but **cultural norms may not engender openness** within the team.



Neurodiversity is **not being** widely discussed in organisations.



Key Findings



When **conversations about neurodiversity** *are* happening, the culture throughout is perceived as 'open' and 'inclusive'.



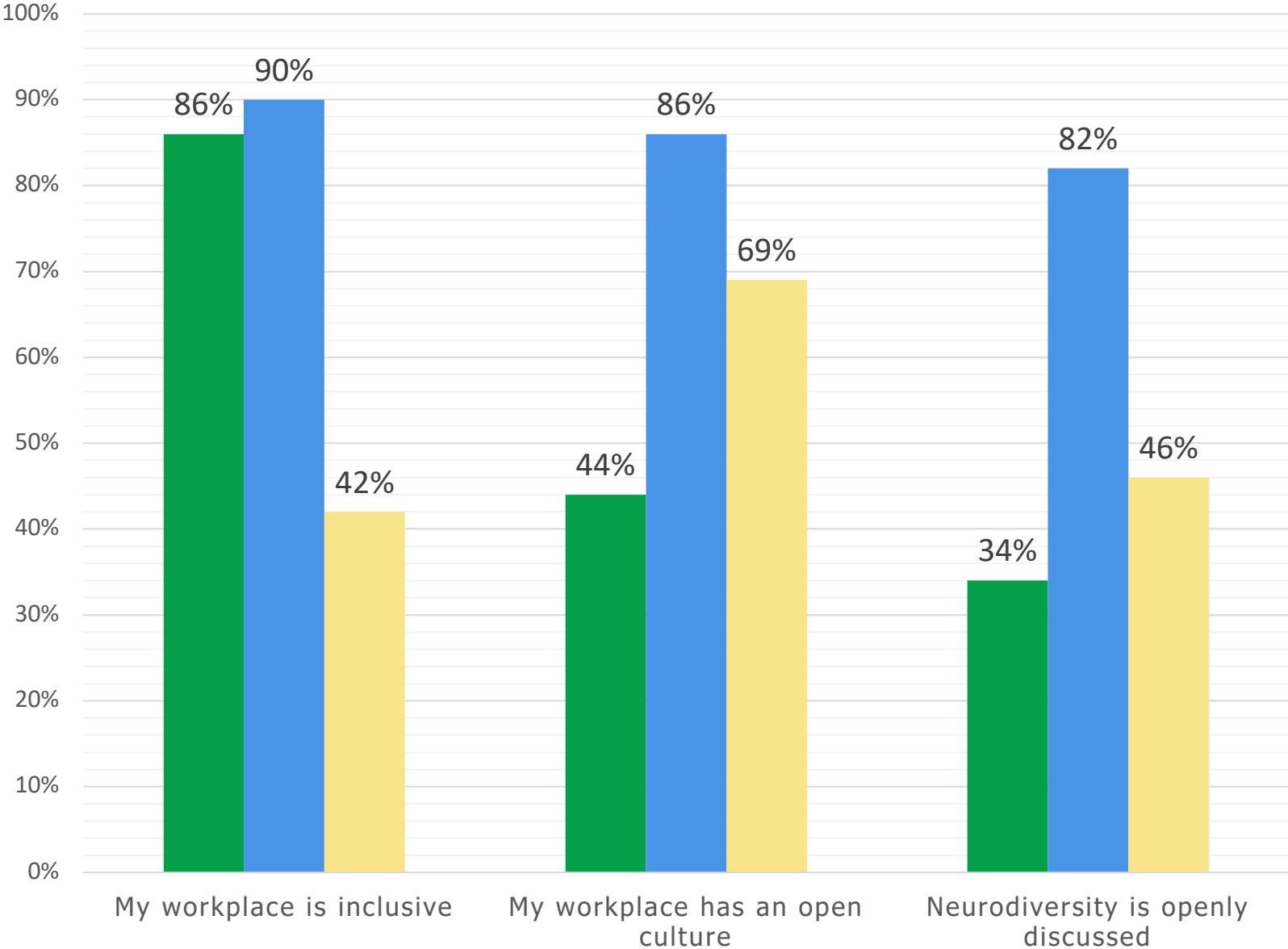
Conversations about neurodiversity are **mostly observed by those who identify as neurodivergent.**



Workplace Culture



Powered by the Truth™



Detailed analysis

Dyslexic respondents (both diagnosed and undiagnosed):

86% feel their workplace is inclusive

44% feel their workplace has an open culture

34% feel that neurodiversity is discussed openly

This perhaps suggests that greater work needs to be done within these organisations to ensure that the culture on the inside, reflects the inclusive image on the outside. There may also be a question here about how neurodiversity is perceived; whether those with dyslexia consider themselves to be neurodivergent.



Neurodivergent respondents

(self-certified as having co-occurring neurodivergent conditions, including dyslexia):

90% feel their workplace is inclusive

86% feel their workplace has an open culture

82% feel that neurodiversity is discussed openly

These outcomes suggest that respondents who have co-occurring neurodiversities are more aware of conversations around neurodiversity happening in their organisations - and are perhaps more open themselves in instigating those conversations.



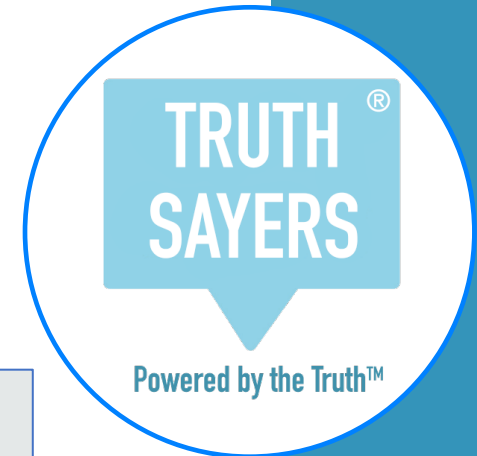
Neurotypical respondents

42% feel their workplace is inclusive

69% feel their workplace has an open culture

46% feel that neurodiversity is discussed openly

These outcomes suggest that although these respondents' workplaces engender an open culture, perhaps they are inherently less diverse, meaning that neurodiversity could be less likely to be on the agenda. The results could suggest an awareness that neurodiversity should be discussed more, or perhaps points to a gap in knowledge about neurodiversity.



Part 2: Support at Work

We used two statements to gather responses in this part:

I feel supported at
work

My manager
understands my needs



Key Findings



Those who ***are*** sharing their neurodiversity, **do feel well supported.**



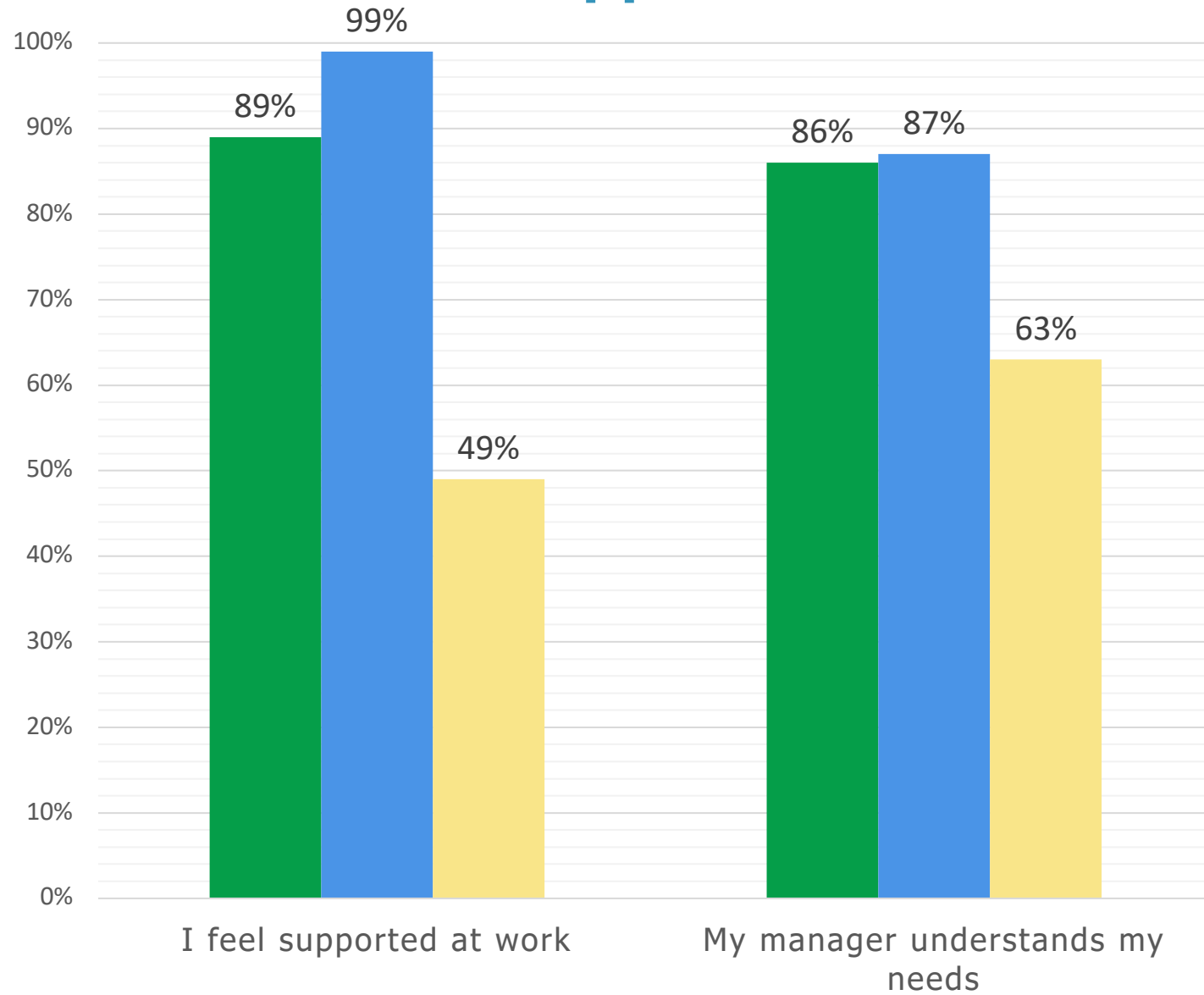
But there is **slightly less certainty** about how much their manager understands their needs.



Neurotypical employees **feel less supported** at work and **less understood by their managers** than those who self-certify as neurodivergent.



Support at Work



- Dyslexic (diagnosed & undiagnosed)
- Co-occurring Neurodiversities
- Neurotypical

Detailed analysis

Dyslexic respondents (both diagnosed and undiagnosed):

89% feel supported

86% feel their manager understands their needs

A very positive outcome for those who are dyslexic.



Neurodivergent respondents

(self-certified as having co-occurring neurodivergent conditions, including dyslexia):

99% feel supported at work

87% feel their manager understands their needs

An almost unanimous verdict from those who are neurodivergent.



Neurotypical respondents

49% feel supported at work

63% feel their manager understands their needs

This data indicates that although many **neurotypical** respondents have shared their needs with their managers, they still associate negatively with feeling supported, suggesting actions have not been taken to provide support needed.



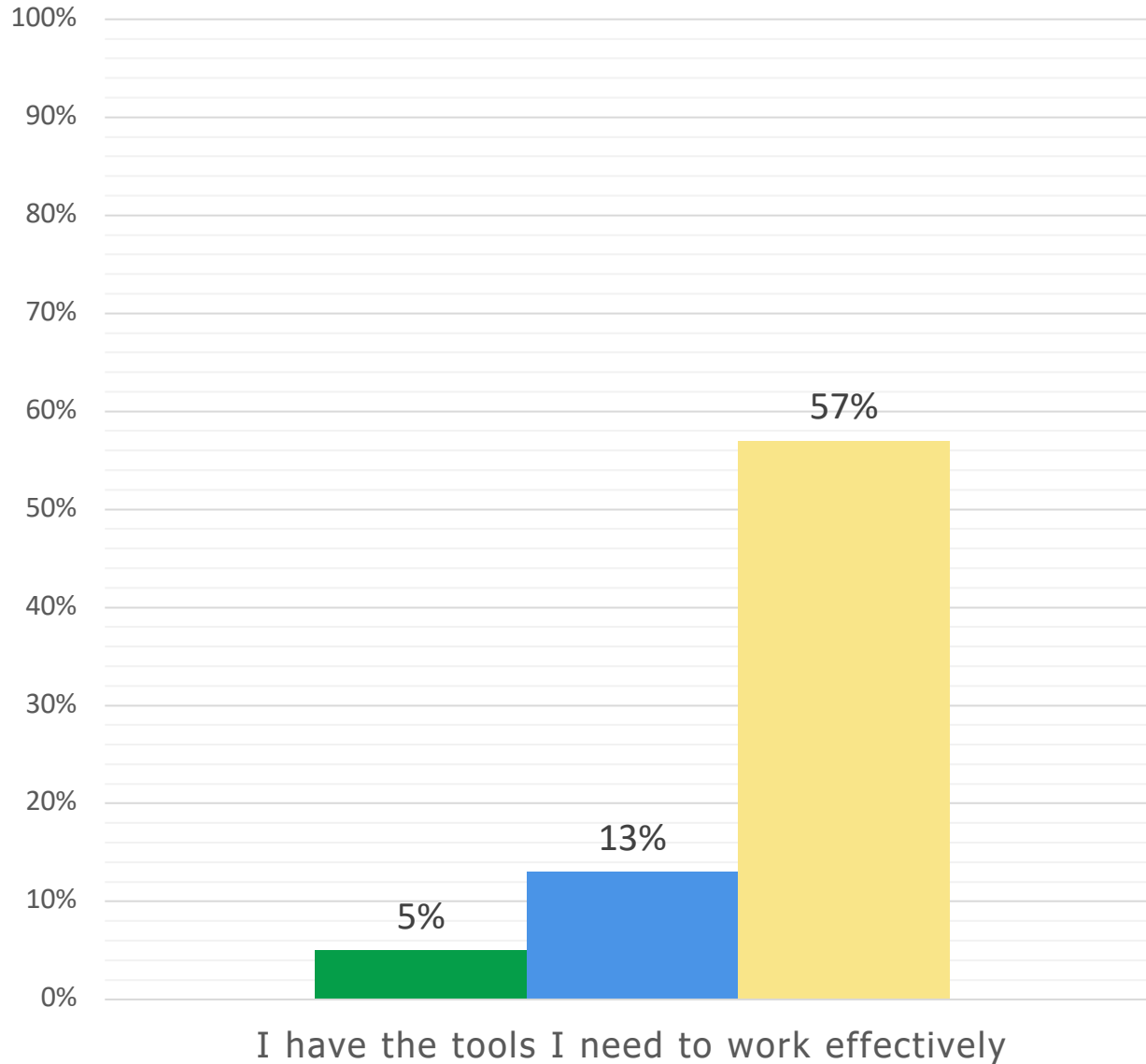
Part 3: Access to Tools

We used one statement to gather responses in this part:

I have the tools to
work effectively



Access to Tools



- Dyslexic (diagnosed & undiagnosed)
- Co-occurring Neurodiversities
- Neurotypical

Detailed analysis

Neurotypical respondents →

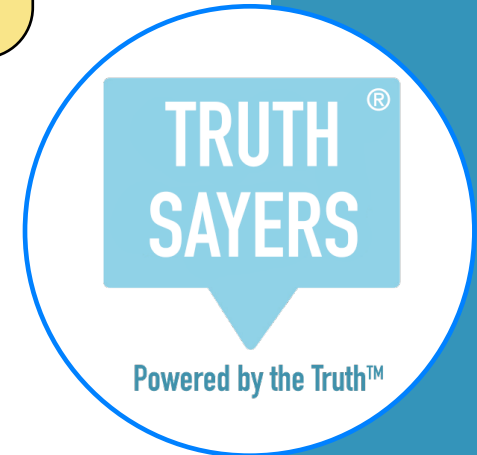
57% feel they have the tools they need to do their job effectively.

13% feel they have the tools they need to do their job effectively.

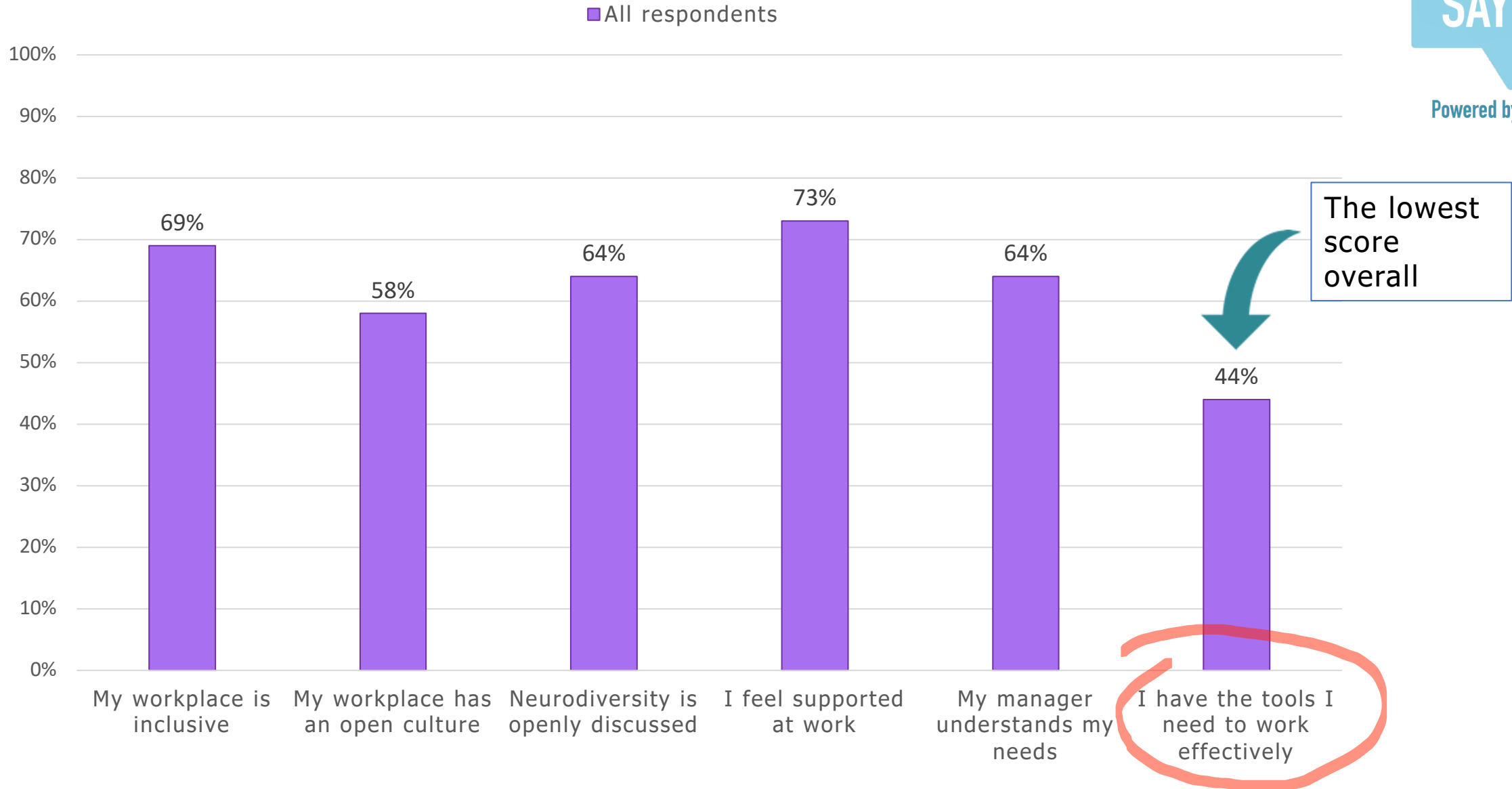
← Neurodivergent respondents

Dyslexic respondents →

5% feel they have the tools they need to do their job effectively.



Overview of all respondents, against all statements



Key Findings



Analysing the data across **all participants**, this was the lowest scoring statement in the study at **only 44% overall.**



Providing employees with the access to the right tools for the job is an area that needs addressing, **right across the board.**



Conclusions



Although the intent may be there,
at a practical level, the support needed is not materialising.



It is likely that **many individuals have unmet needs** in the workplace.



There is a correlation through all the data gathered from **neurotypical** respondents suggesting perhaps **unmet or undiagnosed needs** and **an inability to discuss neurodiversity openly.**



Appendix A

Our secondary objective in carrying out this Neurotech Assessment was to understand how useful our **NeurodiversityToolbar™** is for neurodivergent respondents, in particular in relation to reading for those who are dyslexic.

Why Dyslexia?

Dyslexia has been estimated to be one of the most commonly occurring neurodiverse conditions within the working population (approx. 1 in 10 people*) and since the design of Neurotech® requires small amounts of reading and measures response times, we want to be sure that our design is as inclusive as possible and offers an equitable experience.



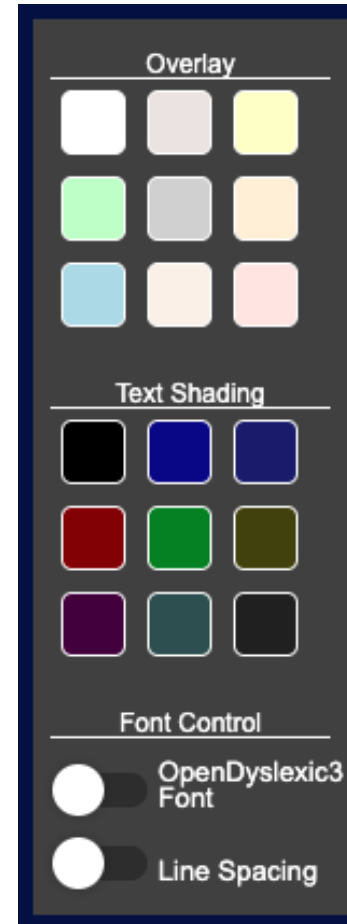
** The Value of Dyslexia: Dyslexic strengths and the changing world of work , EY with Made by Dyslexia, 2018*

NeurodiversityToolbar™

The NeurodiversityToolbar™ offers the ability to choose from a pallet of colour backgrounds, different colour fonts, increased line spacing and use of the OpenDyslexia3 font.

In addition, there is an audio option, extended time option and a language selection tool.

We know that the NeurodiversityToolbar™ will not be a fix for everyone, but it is our aim to get as close as possible. This assessment is part of our ongoing process of review and development.



Methodology

Respondents were asked to take the same assessment twice, with a week in between. Each participant took the assessment once **with** the NeurodiversityToolbar™ available to use and once **without** the NeurodiversityToolbar™ available to use.

Through comparison of the data results from week 1 and week 2 we were able to measure differences in response time for each participant.

We asked participants to respond as quickly as possible. The algorithms within Neurotech® collect, sort and analyse thousands of data points, measuring differentials in milliseconds to reveal how positively or negatively a respondent associates with the statements presented to them. There were some control statements within the assessment to establish a baseline for each respondent.



Key Findings

The data recorded shows a strong suggestion that the NeurodiversityToolbar™ has a **positive effect for those with dyslexia**, as can be seen from this graph.

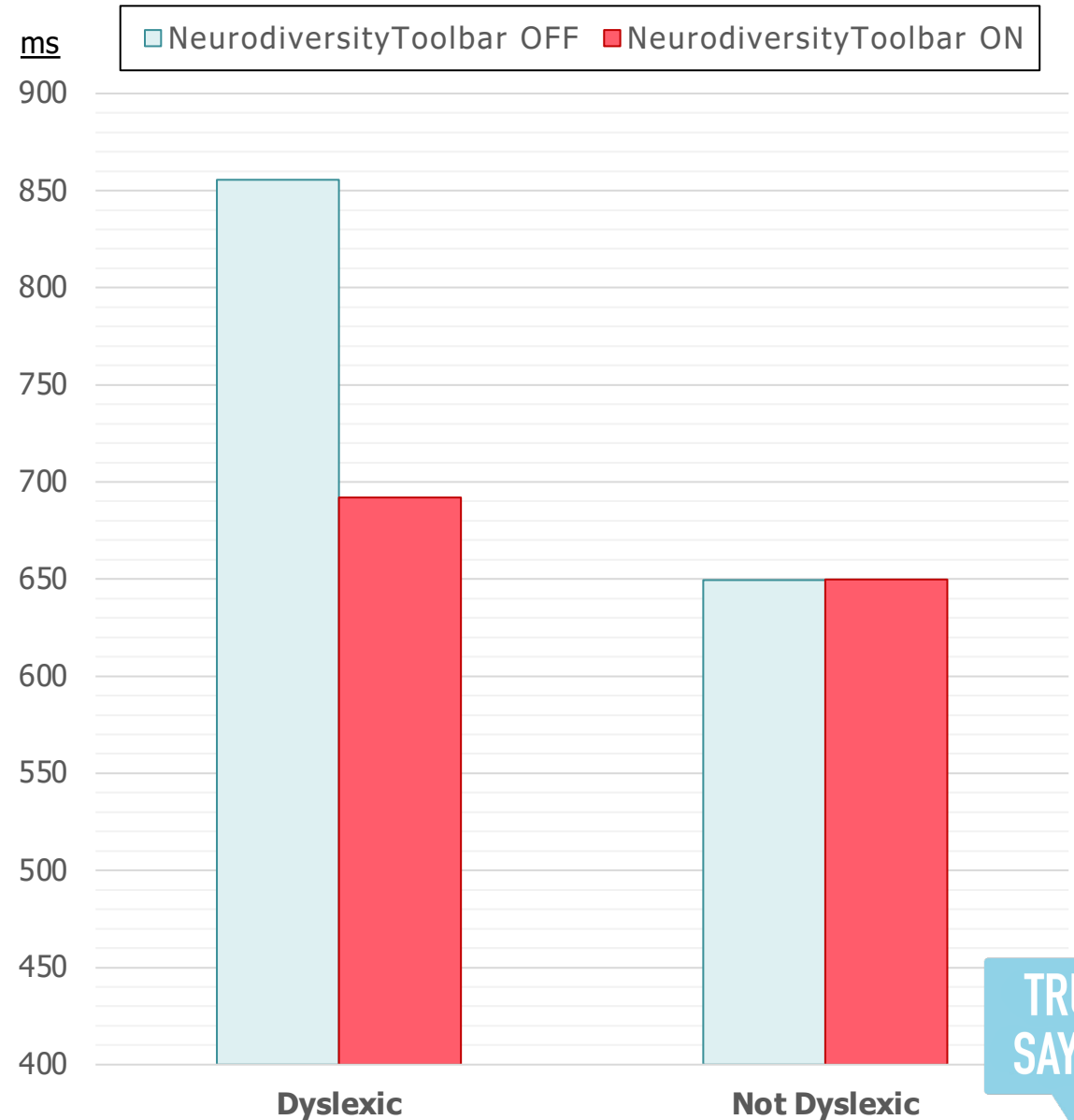
Without the NeurodiversityToolbar™ activated, dyslexic respondents were **32% slower** than those who are not dyslexic.

With the NeurodiversityToolbar™ activated, those who are dyslexic were able to respond to the task **19% faster** than when they took the assessment without using the toolbar.

Conclusion

The response time for dyslexics is considerably improved by using the NeurodiversityToolbar™.

Comparison of Response Times in Milliseconds



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