

Coaches & Specialists: Where to Find Them, and How They Can Help

TL;DR · QUICK SUMMARY

- ND coaches, occupational psychologists and workplace specialists offer practical, ongoing support.
- They're distinct from clinicians; coaching supports strategy and skills, not diagnosis or treatment.
- UK options include specialist directories, workplace-focused consultancies, and Access to Work-funded coaching.
- Look for relevant experience, accreditation, and a good personal fit before committing.

A Note Before You Read On

This resource offers general guidance and reflects common experience, not professional, legal, medical or financial advice. It is not a substitute for employment law, HR policy, occupational health guidance, or individual professional assessment. Every person's experience of neurodivergence is different, so please adapt anything here to your own situation. The Uniquely Wired Network does not accept liability for decisions, actions or outcomes arising from the use of this material. If you need advice specific to your circumstances, please consult a qualified professional (e.g. HR, legal, medical, or financial advisor).

Organisation names, services and contact details are provided as a starting point and may change over time. Always check an organisation's current website before relying on their services, and use your own judgement when engaging with any community group or provider.

Why This Matters

A diagnosis or self-understanding is a starting point; ongoing, practical support often makes the biggest difference to daily working life.

What This Might Look Like

- Working with a coach to build strategies for time management or executive function.

- An occupational psychologist assessing workplace needs and recommending adjustments.
- Regular coaching sessions funded through Access to Work.

Types of Support

- ND/ADHD coaches: practical, strategy-focused support with day-to-day challenges (time, focus, organisation, confidence).
- Occupational psychologists: formal workplace needs assessments, often used to support adjustment requests.
- Workplace neurodiversity consultancies: organisations offering coaching, training and assessments (e.g. Genius Within, Lexxic), often accessed via Access to Work or employer referral.
- Therapists/counsellors: support for emotional processing, identity, anxiety or related mental health needs.

Where to Find Them

- UK coaching directories (e.g. ADHD Coaches UK, Life Coach Directory) list accredited, verified coaches.
- The National Autistic Society's services directory lists autism-specialist practitioners.
- Access to Work can fund coaching sessions. Apply via GOV.UK, with or without a formal diagnosis.
- Your employer's occupational health provider may offer or fund an initial needs assessment.

What to Check Before Choosing

- Relevant training, accreditation, or lived experience with your specific type of neurodivergence.
- Clear pricing and what's included in sessions.
- Whether they offer a free initial consultation to check for fit.
- Reviews or references, where available.

Helpful Phrases You Can Borrow

You don't have to use these exact words. Take what fits and leave the rest.

"I'm looking for a coach with experience supporting [ADHD/autistic/AuDHD] professionals. Could you tell me about your relevant experience?"

"I'd like to apply for coaching support through Access to Work. Could you point me to the right process?"

Quick Tips

- Coaching supports strategy and skills; it isn't a substitute for clinical diagnosis or treatment.
- A free initial call is a good way to check personal fit before committing.
- Access to Work can fund coaching, often without needing a formal diagnosis.
- Ask coaches directly about their specific experience with your type of neurodivergence.
- It's fine to switch coaches if the fit isn't right; this is a working relationship like any other.
- Combine coaching with peer support and self-education for the fullest picture.

Want to Know More?

- GOV.UK: Access to Work application details and eligibility.
- See our companion guide: "Asking for Employer Support With Assessment" for related funding routes.
- See our companion guide: "Support Groups (UK + Global)" for peer-led alternatives.

Before You Go

Investing in the right support is a genuine act of self-advocacy, not an admission of failure.

The right coach or specialist can make a real, lasting difference; it's worth taking time to find a good fit.