

Post-Diagnosis Adjustment Reviews

TL;DR · QUICK SUMMARY

- A diagnosis doesn't automatically reveal every support need.
- Many people learn what works best through trial, feedback and experience.
- Regular adjustment reviews help ensure support remains relevant and effective.
- The goal is to remove barriers and enable success, not create dependency.

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).

Why This Matters

Many people learn more about their needs after diagnosis.

What works well initially may change over time.

Regular adjustment reviews help ensure support remains useful, relevant and effective.

What This Might Look Like

- An adjustment working well initially but becoming less useful later.
- New responsibilities creating different challenges.
- Someone discovering new strategies after coaching or assessment.

- Communication preferences changing over time.
- New barriers emerging during busy periods.

What You Can Do

1. Schedule regular check-ins.

- Review adjustments periodically.
- Don't wait for problems to arise.
- Keep conversations informal and practical.

2. Focus on outcomes.

- Ask what's helping performance.
- Identify unnecessary barriers.
- Avoid focusing on "doing things the usual way."

3. Be prepared to adapt.

- Update adjustments if needed.
- Trial new approaches.
- Recognise that needs can change.

Helpful Phrases You Can Borrow

"Let's review what's working well and what could work better."

"Are there any adjustments you'd like to explore or change?"

"Has anything changed in your role or workload that we should consider?"

Quick Tips

- Review adjustments regularly.
- What works today may not work forever.

- Focus on outcomes rather than process.
- Small changes can have a big impact.
- Trial and feedback often work best.
- Encourage honest conversations.
- Support should evolve with the individual.

Want to Know More?

- See our companion guide: Reasonable Adjustments at Work
- See our companion guide: Safe Conversations About Neurodivergence
- See our companion guide: Building Neurodivergent-Inclusive Cultures
- Speak with HR about any existing budget, precedent, or policy for funding support.

Before You Go

The best adjustments are rarely perfect first time.

They often develop through open conversations, feedback and trust.

Regular reviews help ensure support remains practical, effective and genuinely useful.