

Reintegration After Diagnosis

TL;DR · QUICK SUMMARY

- A diagnosis is often the beginning, not the end, of a neurodivergent employee's journey.
- Support should focus on understanding needs, not making assumptions.
- Adjustments may change over time and should be reviewed regularly.
- Inclusion means valuing people for who they are, not treating them as a diversity initiative.

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

For many people, receiving a diagnosis can be life-changing.

Some feel relief. Some feel grief. Some feel validation. Many feel a mixture of emotions.

A diagnosis does not instantly solve workplace challenges. In fact, it can often be the point where people begin identifying what support they need.

How managers and employers respond during this period can have a significant impact on wellbeing, confidence and engagement.

What This Might Look Like

- An employee feeling relieved after years of confusion.

- Someone questioning previous career choices or workplace experiences.
- Increased confidence in asking for support.
- A temporary dip in performance while processing the diagnosis.
- A desire to keep the diagnosis private.
- A desire to share the diagnosis openly with colleagues.

What You Can Do

1: Let the Employee Lead

- Avoid assuming how they feel.
- Ask what support would be helpful.
- Respect their preferences around disclosure.
- Recognise they may still be understanding their own needs.

2: Focus on Practical Support

- Discuss workplace barriers.
- Explore adjustments together.
- Identify strengths as well as challenges.
- Agree next steps and review dates.

3: Give Space

- Some people want to talk.
- Some people do not.
- Both responses are valid.
- Follow their lead rather than pushing conversations.

Helpful Phrases You Can Borrow

Thank you for sharing this with me. Is there anything you already know would help at work?"

"You don't need to have everything figured out right now. We can work through it together."

"How much, if anything, would you like colleagues to know?"

Quick Tips

- A diagnosis doesn't change someone's ability.
- Every person reacts differently.
- Let the employee lead conversations.
- Respect confidentiality.
- Focus on strengths as well as challenges.
- Support doesn't have to be complicated.
- Check in regularly rather than making assumptions.

Want to Know More?

- See our companion guide: Safe Conversations About Neurodivergence
- See our companion guide: Reasonable Adjustments at Work
- See our companion guide: Post-Diagnosis Adjustment Reviews
- Speak with HR about any existing budget, precedent, or policy for funding support.

Before You Go

A diagnosis doesn't change who someone is.

It often provides language for experiences they've lived with for years.

Creating a supportive environment during this transition can help people feel understood, valued and able to do their best work.