

Team Education Tools

TL;DR · QUICK SUMMARY

- Awareness is one of the most powerful tools for creating an inclusive workplace.
- Teams don't need to become experts in neurodivergence to become more supportive.
- Education helps reduce misunderstandings, stigma and unconscious bias.
- The goal is understanding and inclusion, not perfection.

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 workplace challenges arise from misunderstanding rather than intention.

When people understand that colleagues may think, communicate, process information or manage workloads differently, teams often become more collaborative, supportive and effective.

Education can help move conversations from judgement to understanding.

What This Might Look Like

- Team members interpreting behaviour incorrectly.
- Assumptions about motivation, capability or attitude.

- Confusion around workplace adjustments.
- Colleagues wanting to be supportive but not knowing how.
- Managers feeling unsure about discussing neurodiversity.

What You Can Do

1. Start with Awareness

Help employees understand:

- What neurodiversity means.
- That neurodivergence is common.
- That everyone has different strengths and challenges.
- That support benefits many employees, not just neurodivergent ones.

2. Provide Practical Learning Opportunities

Consider:

- Neurodiversity awareness sessions.
- Lunch-and-learn events.
- Internal resource libraries.
- External speakers.
- Employee resource groups.

3. Focus on Everyday Inclusion

Education should focus on practical action rather than theory alone.

For example:

- Clear communication.
- Flexible working practices.
- Inclusive meetings.
- Respectful curiosity.
- Psychological safety.

Helpful Phrases You Can Borrow

"We're all different. Inclusion starts with understanding those differences."

"You don't need to be an expert to be supportive."

"If you're unsure, respectful curiosity is usually a good place to start."

Quick Tips

- Focus on awareness, not stereotypes.
- Use practical examples wherever possible.
- Make learning ongoing, not a one-off event.
- Encourage questions in a safe environment.
- Promote understanding rather than judgement.
- Remember that neurodivergence is highly individual.
- Lead by example.

Want to Know More?

- See our companion guide: Understanding Neurodivergence at Work
- See our companion guide: Recognising Potential Neurodivergence Without Diagnosing
- See our companion guide: Safe Conversations About Neurodivergence
- See our companion guide: Building Psychological Safety at Work
- Speak with us for more tailored, guided support

Before You Go

Most people want to be supportive.

Sometimes they simply lack the knowledge or confidence to know how.

Creating opportunities to learn can help people feel more comfortable, more informed and more able to support each other.

Inclusion starts with understanding.