

Supporting Neurodiverse Individuals: Four Actionable Strategies

Fostering inclusivity helps people to thrive in a diverse world. One vital aspect of inclusivity that often goes unnoticed is neurodiversity—the recognition and acceptance of neurological differences. By embracing neurodiversity, we can foster inclusive and thriving environments that celebrate unique minds and promote the success of all individuals. Here are some tips to support neurodiverse individuals.

1. Avoid sensory overload – Sensory overload can be a significant issue for neurodiverse individuals. This can include bright lights, loud noises and strong smells. Be mindful when engaging with neurodiverse individuals by suggesting quieter environments and reducing visual clutter.

2. Adapt your communication – To better accommodate neurodiverse individuals, vary your communication style. This may include:

- Avoiding using ambiguous or figurative language.
- Offering advance notice for any changes in plans or routines.
- Using visual aids, charts or diagrams to supplement verbal instructions and enhance understanding.

3. Foster empathy and understanding – Take time to learn about neurodiversity and the unique challenges faced by individuals with conditions such as autism, ADHD, dyslexia and others. Listen, learn and seek to understand the experiences and perspectives of neurodiverse individuals.

4. Be an advocate – Stand up for neurodiverse individuals by challenging stereotypes and misconceptions, advocating for

their needs and celebrating their unique strengths. If you see or hear something potentially harmful or offensive, address it. Your support will not go unnoticed.

How can I learn more about neurodiversity?

Find more information and helpful resources at MagellanHealthcare.com/Autism-Resources, including [online and tech-enabled resources](#) to help neurodivergent individuals navigate daily life and empower parents, families and caregivers to support children on their journeys.

Sources:

- [Forbes](#)
- [The Pink News](#)