

# What is Neurodiversity?

Neurodiversity means there is no single “normal” brain. People think, learn and understand things in different ways. These differences are not problems. They are a natural part of being human. About 15 to 20 out of every 100 people are neurodivergent (Northwestern Medicine). This includes people with autism, ADHD, dyslexia and other learning differences. Some people call these disabilities, while others see them as different ways of thinking and seeing the world.

## Neurodiversity Can Be a Strength

Many people show that neurodiversity can be a strength. Autism advocate Temple Grandin changed the livestock industry with her unique perspective. US Olympic gymnast Simone Biles found ADHD hyperfocus helped during her routines. Different ways of thinking can lead to useful, creative solutions.

## What Research Shows

Research shows that teams with neurodivergent people can be more creative and better at solving problems (McKinsey and Company). Because of this, more workplaces are learning how to support different thinking styles.

## Support Makes a Difference

Schools and workplaces can help neurodivergent people succeed. Small changes can help a lot. Examples include quiet spaces, flexible seating or noise-canceling headphones. When people get the support they need, they can do their best work.

## Why Neurodiversity Helps Everyone

Neurodivergent people may notice things others do not. Their ideas can lead to new answers and better results. Different viewpoints make communities stronger and more creative. Neurodiversity does not ignore real challenges. It reminds us that being different does not mean being less. When we value these differences, everyone benefits.

## #NeurodiversityChampions #WhatsStrongWithYou

If you or a loved one is curious about neurodiversity or may be neurodiverse, visit Neurodiversity Education Academy for more resources.

*Reviewed by Manager, Autism Resource Program, MA, BCBA, LBA*



Workplaces with neurodiverse people performed 36% better than those without them.

McKinsey & Company

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