

# Assets to Hiring a Neurodiverse Workforce

## Employers should...

- open doors to opportunities (internships and apprenticeships)
- leverage job coaching and other supports
- set clear expectations
- presume competence
- use concrete terms
- avoid metaphors and slang
- create visual instructions
- utilize checklists and positive feedback
- break down each activity
- offer video instructions or model
- make work predictable & prepare for changes
- offer support through peer mentors
- consider a skill-based interview
- limit abstract, open ended questions
- understand lack of eye contact and unusual movements

## Neurodiverse Individuals...

- may have unique perspectives leading to better problem solving
- can be dedicated to getting the job done
- can be responsible, honest and loyal
- can be highly focused and productive
- can be precise and accurate
- may have a tolerance for repetitive work and appreciate routine
- may have special interests and are highly knowledgeable about that topic

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