

CASE STUDY

Facilitating success with neurodiverse engineers

“Just 22% of autistic adults are in any kind of employment...”

– Autism.org

...the question here is

why?



In a survey conducted by the UK-based Chartered Institute of Personnel and Development, 72% of HR professionals said neurodiversity wasn't included in their people management practices, and 17% said they didn't know if it was included.

This untapped talent market exists mainly due to a lack of awareness and understanding of neurodiversity.

Most organisations are physically and structurally set up for 'neurotypicals', many workplaces do not enable neurodiverse individuals to perform to their full potential.

The following case study explores how Digital Futures is working with its client base to make the relevant adjustments required to the workplace to enable neurodiverse talent to thrive.



THE CLIENT

One of the world's fastest growing technology companies that is focussed upon creating the world's best user experience for working with data, empowering individuals to not need to have a mastery of complex code.

THE CHALLENGES

1

The onboarding of a neurodiverse candidate utilising standard operating practices with no adjustment to processes.

2

The engineer disclosed they were finding the organisation and team difficult to navigate. The ambiguity of the processes and role was difficult for them to access, resulting in heightened anxiety and stress, with the engineer being unsure how to deliver or ask for support.

3

The line manager raised concerns about the engineer's performance, and that they were tracking behind expectations with poor communication, a lack of proactivity efficiency.

THE SOLUTION

The Digital Futures engagement team supported the client to review the existing onboarding and work procedures to assess the accessibility for neurodiverse talent.

Digital Futures created a pool of resources to enable the client team to gain an understanding of autism, common traits, how this can present itself at work and reasonable adjustments required which aligns to recommended occupational health in the workplace.

Digital Futures collaborated on the success criteria to enable the engineer to understand the expectations around each part of their role and removed the ambiguity that had been identified as stress inducing.

The Digital Futures engagement manager worked with the engineer to collaborate with their client team on producing flowcharts for each process, enabling them to be more accessible by cutting out ambiguity. The engagement team identified ways with the engineer to automate reminders to enable multitasking, and structures for different communications methods.

We supported the client team to understand how best to approach new tasks and feedback with the engineer, enabling them to onboard effectively.



THE BENEFITS



For the Engineer

In the space of two weeks, the engineer was meeting client expectations and able to own workflows. They were quickly given additional responsibilities and are currently tracking to convert to the permanent workforce of the client.

“*I feel a lot more comfortable in the role. Not stressing about the small things enables me to focus on the task.*”

– Engineer



For the Client

As a result of the action plan, the client has rewritten their onboarding processes, incorporating the adjustments Digital Futures suggested. They have also created a neurodiversity affiliate group.

“*I greatly appreciate the suggestions Digital Futures have made... I think it would be useful for at least 30 people throughout the company so will really be delivering a large impact.*”

– Tech Lead

“*This has been a very valuable learning process. It has been vital for us to identify that the expectations we had with our normal processes were invalid.*”

– Tech Lead



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