

How To Give a neurodivergent

Worker

Mental

Processing

Time



This is **Ashlea's story.**
An **autistic woman** who
was needing more
mental processing time
at work. Here's how her
workplace helped to
accommodate her
request





At the beginning, most of Ashlea's challenges at work related to her energy levels. In hindsight she realised she could've said something.



Instead, Ashlea struggled to receive the mental space she needed to process information before responding to questions or approaches.



**Recently, Ashlea and her team
had a chat about mental
processing time.**



Ashlea said she often needs more time than others to stop and think, and that pause can sometimes be misinterpreted.



Ashlea's co-workers thought they were being supportive, but didn't *really* understand what was going on, or how to help.



It was due to a mismatch of communication styles, so Ashlea and her team sat down and workshopped ideas of how to meet each other in the middle.



They came up with the safe word “banana” to use if they need space. If they're in a client-facing space where that wouldn't be appropriate, they can turn over their phones on the table.

You can read Ashlea's full story and other stories by neurodivergent professionals by signing up as a free member of our Resource Library:

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