

Small Acts, Big Impacts



10 small acts to support your neurodivergent colleagues and employees.

DXC Technology has identified the following 10 small acts that anyone can adopt to create a more comfortable working environment for neurodivergent individuals.

For more information, please visit dxc.com/dandelion

- 01** Work together to plan office and remote working days, scheduling check-ins and clear actions with achievable timelines.
- 02** Encourage colleagues to be comfortable voicing their honesty to create a safe space where their voice is heard.
- 03** Proactively ask colleagues if they have any specific needs in the workplace.
- 04** Provide warnings ahead of any potential sensory challenges (sights, sounds, smells and touch), asking what can make these more manageable.
- 05** Provide written agendas and tasks in advance of meetings to allow preparation time for interactions.
- 06** Make use of chat functions to share questions and tasks, as well as recapping conversations.
- 07** Adopt the practice of transcription and recording of meetings for reflection purposes.
- 08** Encourage learning and skill sharing between colleagues by identifying their learning styles to further develop their individual strengths.
- 09** Check in regularly. Simply asking colleagues how they are can go a long way.
- 10** Have regular conversations with colleagues. Follow the DXC Dandelion Program's conversation starter guide.

