

Neurodivergent-Inclusive Hiring: A Guide by Flagstone



Introduction

Neurodiversity is the natural variation in human brain function and development. It encompasses a wide range of conditions, including (but not limited to) ADHD, autism, dyslexia, Tourette's syndrome, and bipolar disorder.

At Flagstone, we believe in the power of diversity, and the unique skills and insights that come from diverse backgrounds and experiences. That's why we prioritise inclusive hiring and fair assessment – so *every* candidate, including neurodivergent candidates, can always show their authentic selves.

This playbook will teach you how to create your own neurodivergent-inclusive interview process. It covers best hiring practices for before, during, and after the interview process.



Why is neurodiversity important in the workplace?

Inclusion, at its heart, is about creating a fair environment where everyone's views are welcome, and their strengths are celebrated. But, *beyond* fairness, it unlocks a handful of tangible benefits:



It ensures that all candidates have a fair and equal opportunity to showcase their skills and potential.



It allows organisations to tap into a wider range of talent and build a more diverse workforce.



It creates a more inclusive and welcoming work environment for all employees.

Neurodivergent-inclusive hiring practices also:



Increase employee engagement and productivity



Reduce employee turnover



Improve customer satisfaction



Increase innovation and creativity

But how should you access these benefits? In the following pages, we've set out inclusive checklists for before, during, and after your interview.

Best practices for neurodivergent-inclusive hiring

A Checklist

Before the interview:



Use unambiguous language in job descriptions.

Be specific when outlining a role's essential responsibilities or requirements. For example, instead of saying a candidate 'must be comfortable in fast-paced environments', you could say 'must be able to multitask and manage multiple deadlines.'



Provide clear and concise instructions for any task or assessment.

Set expectations at the beginning in uncomplicated language. And always afford candidates the opportunity to ask questions and seek clarification *before* beginning the task.



Encourage people from all backgrounds to apply.

Inform candidates that they don't have to meet *every* requirement to apply for the role. Demonstrate that you're open to candidates of all backgrounds and experiences.

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During the interview:

Consider conducting remote interviews

Remote interviews can reduce sensory overload and ease the anxiety associated with new environments. They can also alleviate any stress that may arise from transportation.

Be patient and understanding.

Some neurodivergent candidates may need more time to process information and respond to questions. Providing questions ahead of the interview can help candidates prepare and show their full qualities.

Give the candidate time to process information and respond to questions.

Avoid interrupting or rushing the candidate. If they're struggling to answer a question, try rephrasing it or providing additional context. For example, if you ask the candidate 'What is your experience with coding?', and they don't immediately respond, you could say 'can you tell me about a time when you had to code a solution to a problem?'

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During the interview:



Let candidates take breaks if needed.

Some neurodivergent individuals may need time to rest and process information during an interview. Let the candidate know (ideally before the interview) that it's fine to take a break.



Be flexible and accommodating.

Always consider (and ask for) any reasonable adjustments a candidate may need. A candidate with ADHD may feel more comfortable in an interview with a notebook and pen, for example. Meanwhile, a candidate with autism may require a quiet room. These adjustments will help them show their unique qualities at interview.

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After the interview:



Debrief with candidates post-interview for feedback.

Ask candidates for feedback on how you can make the interview process more inclusive for neurodivergent individuals. Use that insight to shape your interview process over time.



Use an applicant management system to give meaningful feedback.

An applicant management system will help you deliver specific and meaningful feedback. For example, if a candidate struggled with a particular question during the interview, you could provide feedback on how they could improve their answer. You could also offer the candidate resources to help them prepare for future interviews.



Promote a culture of openness, inclusivity, and diversity within your company.

This will help to dispel misconceptions and unconscious biases about neurodiversity. You can promote a culture of inclusion by providing training on neurodiversity to your employees, and by creating a workplace where everyone feels comfortable being themselves.

About Flagstone

Flagstone's cash deposit platform lets clients open and manage multiple savings accounts from 50+ banks. All in one place, with one application, and one password.

With Flagstone, individuals, businesses, and charities can:

- **maximise their interest**, with exclusive and market-leading rates.
- **protect what's theirs**, by easily spreading their cash, and increasing FSCS protection.
- **escape the paperwork**, by accessing hundreds of rates with a single application.

600,000 clients use Flagstone's platform to protect and grow their cash. Saving has never been simpler.

