



# UNDERSTANDING NEURODIVERGENCE IN CONSTRUCTION

Neurodiversity Toolbox Talk – Part 1

Date: \_\_\_\_\_ Jobsite: \_\_\_\_\_ Discussion Leader: \_\_\_\_\_

## WHAT IS NEURODIVERSITY?

Not all brains think, learn, or process information the same way. Neurodiversity is the idea that differences in how people think are a natural part of how our brains are wired. Being neurodivergent means a person's brain works differently from the "typical" or "average" person. Understanding neurodiversity reduces stigma and encourages respect for all team members.

Common types of neurodivergent conditions include:

- Autism Spectrum Disorder (ASD)
- Attention-Deficit/Hyperactivity Disorder (ADHD)
- Anxiety
- Bipolar Disorder
- Depression
- Dyslexia (difficulty reading)
- Dyscalculia (difficulty with math)
- Dyspraxia (difficulty with motor coordination)
- Tourette Syndrome
- Obsessive-Compulsive Disorder (OCD)
- Sensory Processing Disorder

This discussion is not meant to label people or call out a condition. It's about understanding that **different doesn't mean less – it often means different strengths.**

## WHY IT MATTERS ON THE JOBSITE

We all work differently. When we recognize that, we cut down on frustration and miscommunication.

Different doesn't mean less. Neurodivergent individuals often approach work differently and may contribute strengths such as:

- Able to spot problems early
- Good with tools and equipment
- Willing to question existing processes and suggest improvements
- Strong attention to detail
- Very precise and careful
- Understanding how things fit together
- Able to adapt in fast-paced or changing environments

Respecting differences builds stronger teams, safer jobsites, and better working conditions. Using people's strengths helps the whole crew succeed.

### KEY STATISTICS:

- Neurodivergent individuals make up 15-20% of the general population (The Neurodiversity Alliance)
  - 3% of adults in the US have ASD
  - 4.5% of adults in the US have ADHD
  - 3-7% of adults in the US have dyslexia
- A UK Study found that
  - 25% of construction workers identified as neurodivergent
  - In specialized roles, figures are even higher with 46% of project managers identifying as neurodivergent.