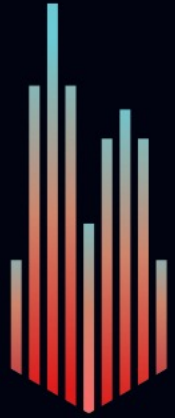


# Neurodiversity, Mental Health & Diversity: what it means for leaders

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 **ASPIRE**  
**LEADERS  
SUMMIT**  
**2023**

**Dominik Kowalczyk**  
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Assa Abloy



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Site Manager,  
Ecolab



**Dominika Pikul**  
DiversityPlus



Session in partnership with **SKANSKA**

# Neurodiversity in the office

How to create neuroinclusive workspaces?

The ASPIRE GBS Leaders' Summit  
23.11.2023

Ewelina Kałużna, Sylwia Chorąży

Raise your hand if daily attendance in your office is above 50%

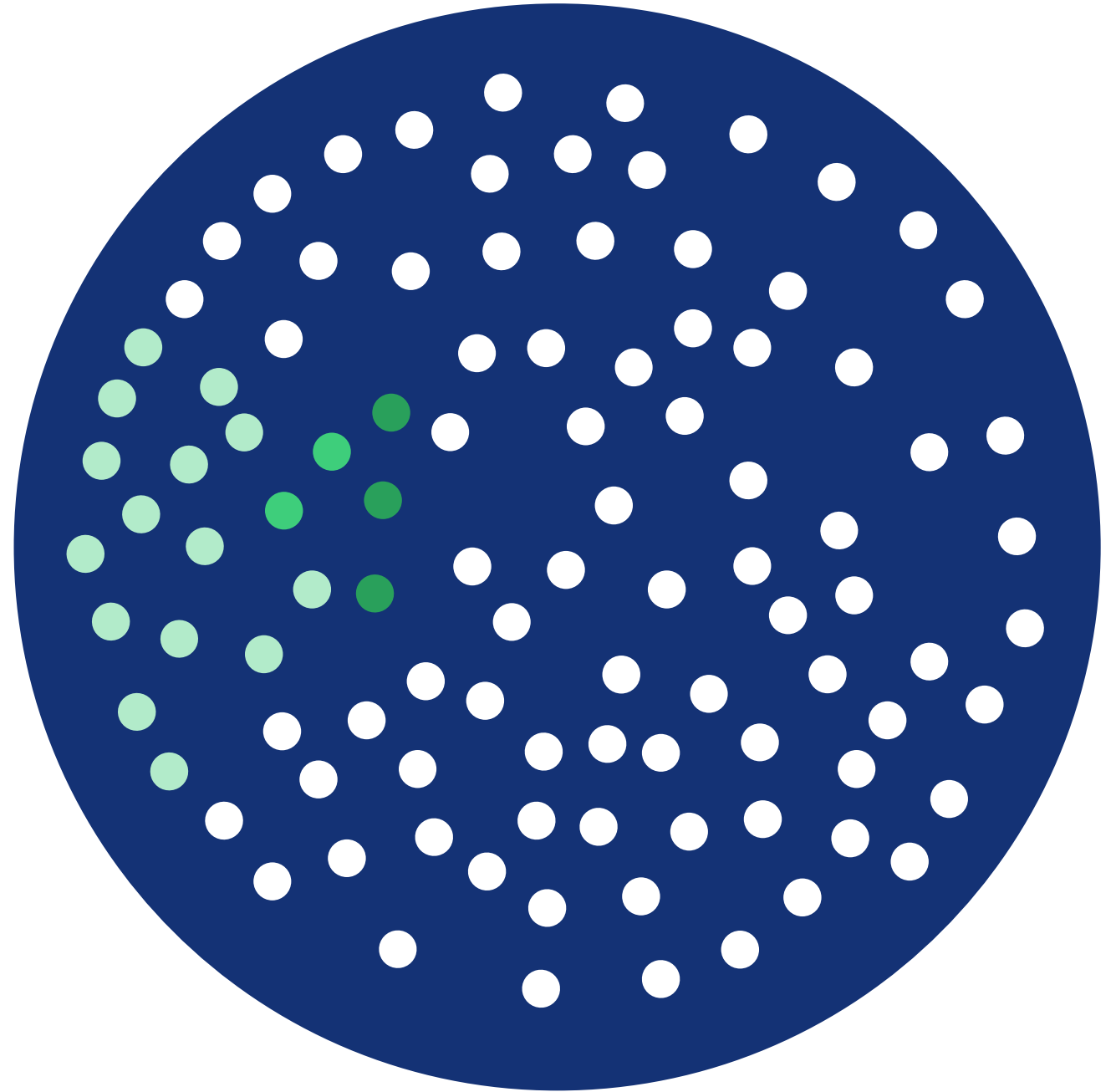
# Not a niche topic

# 15–20%\*

of humanity is neuroatypical.

SOURCE: [NATIONAL CANCER INSTITUTE](#)

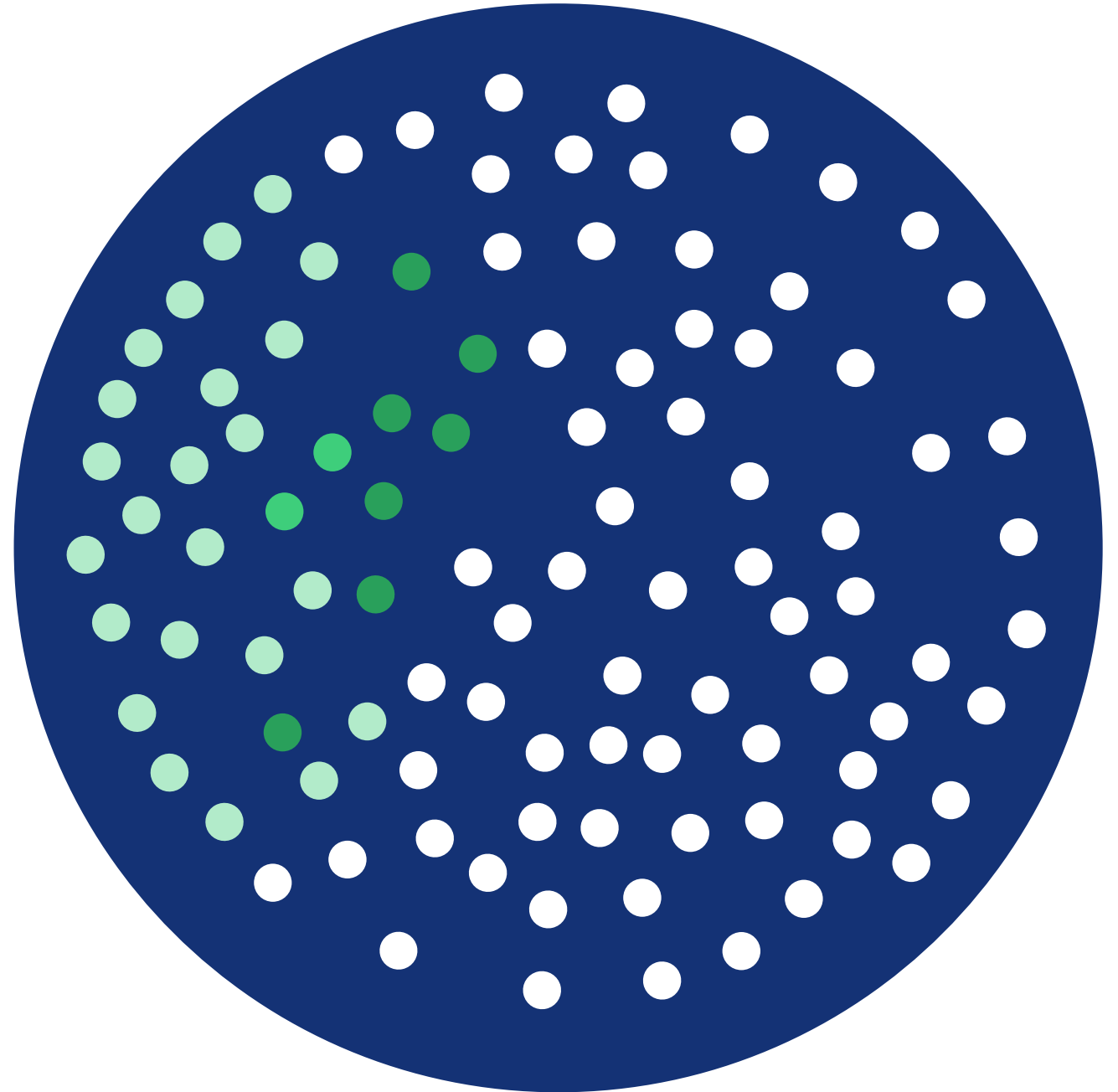
\* The values provided are estimates. There are differences between countries or continents resulting from: the actual occurrence of neuroatypicality, existing definitions, diagnostic criteria, research methodology, levels of awareness.



# Generation Z

# 38%

16–24-year-olds self-identify with neurodivergent conditions



SOURCE: [GRAHAM GLASS - CYPHER LEARNING, 2023](#)

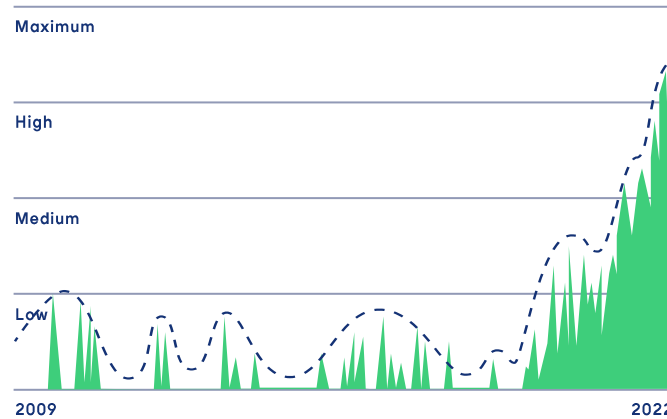
# Scientific studies

Number of publications in the National Library of Medicine catalog



# Internet searches

Interest over time



# Social media



# Who are we talking about?

Focus on the three most frequently diagnosed neuroatypical groups:



**ASD**

Autism Spectrum Disorder

**ADHD**

Attention Deficit Hiperactivity  
Disorder

**IPD**

Information Processing Disorder,  
e.g., dyslexia, dyscalculia,  
dysgraphia

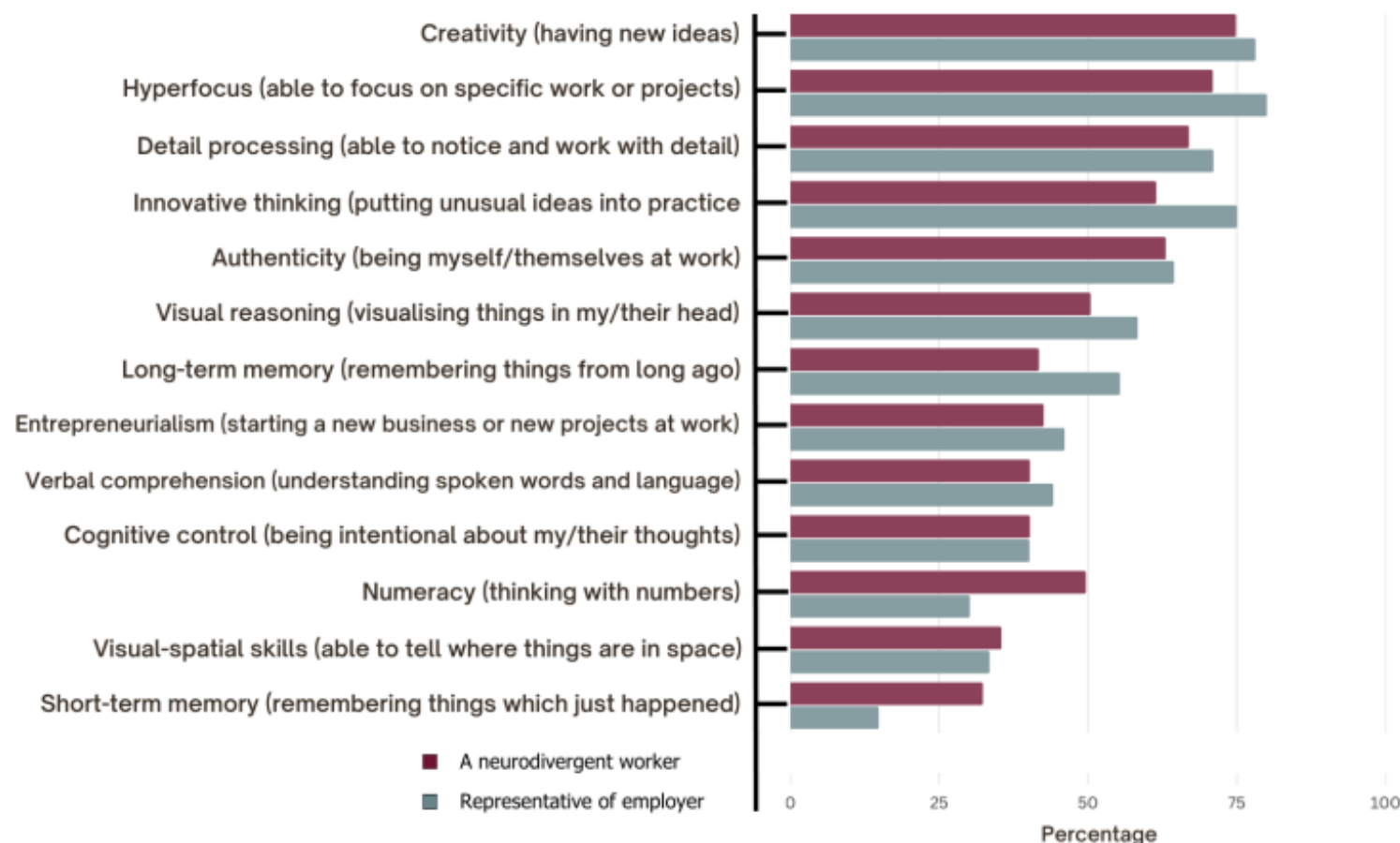






# What is the value of neurodiversity?

## Views of employees and employers on the strengths of neurodivergent people



(e.g. BDA, ADHD Foundation, National Autistic Society, Dyspraxia Foundation)

Figure 20. Comparing strengths reported by employers and employees

# Why explore neurodiversity in the workplace context?



Addressing  
demographic  
changes

Attracting more  
people with  
different skill set

Creating  
inclusive and  
safe  
environment at  
work

# Experiencing the space

Stimuli

## 💡 KNOWLEDGE-MEANING

What do I know about this space?  
What do I expect from this space?  
What will I encounter in a given space?  
What is the appropriate behavior in a given space?

## 👁️ SENSORY-MOTOR

Sight  
Hearing  
Touch  
Smell  
Proprioception  
Balance

## 🧠 EMOTION-VALUATION

Happiness  
Sadness  
Disgust  
Fear  
Surprise  
Anger

Experience

Comfort  
Concentration  
Openness  
Motivation and stimulation  
Security

POSITIVE

NEGATIVE

Distraction  
Stress  
Feeling bored  
Withdrawal  
Insecurity

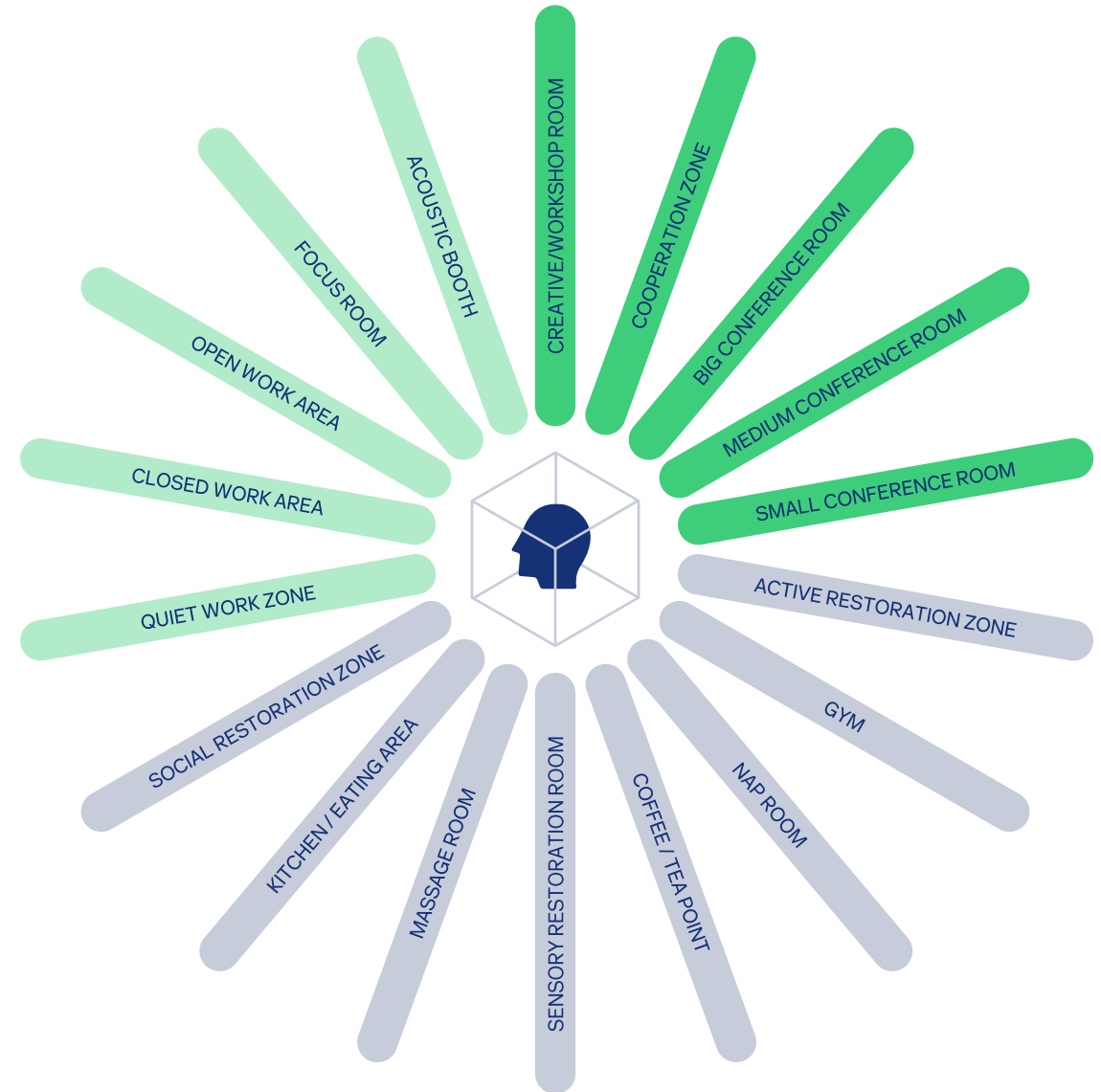
# Office space components

The working environment consists of three basic functions:

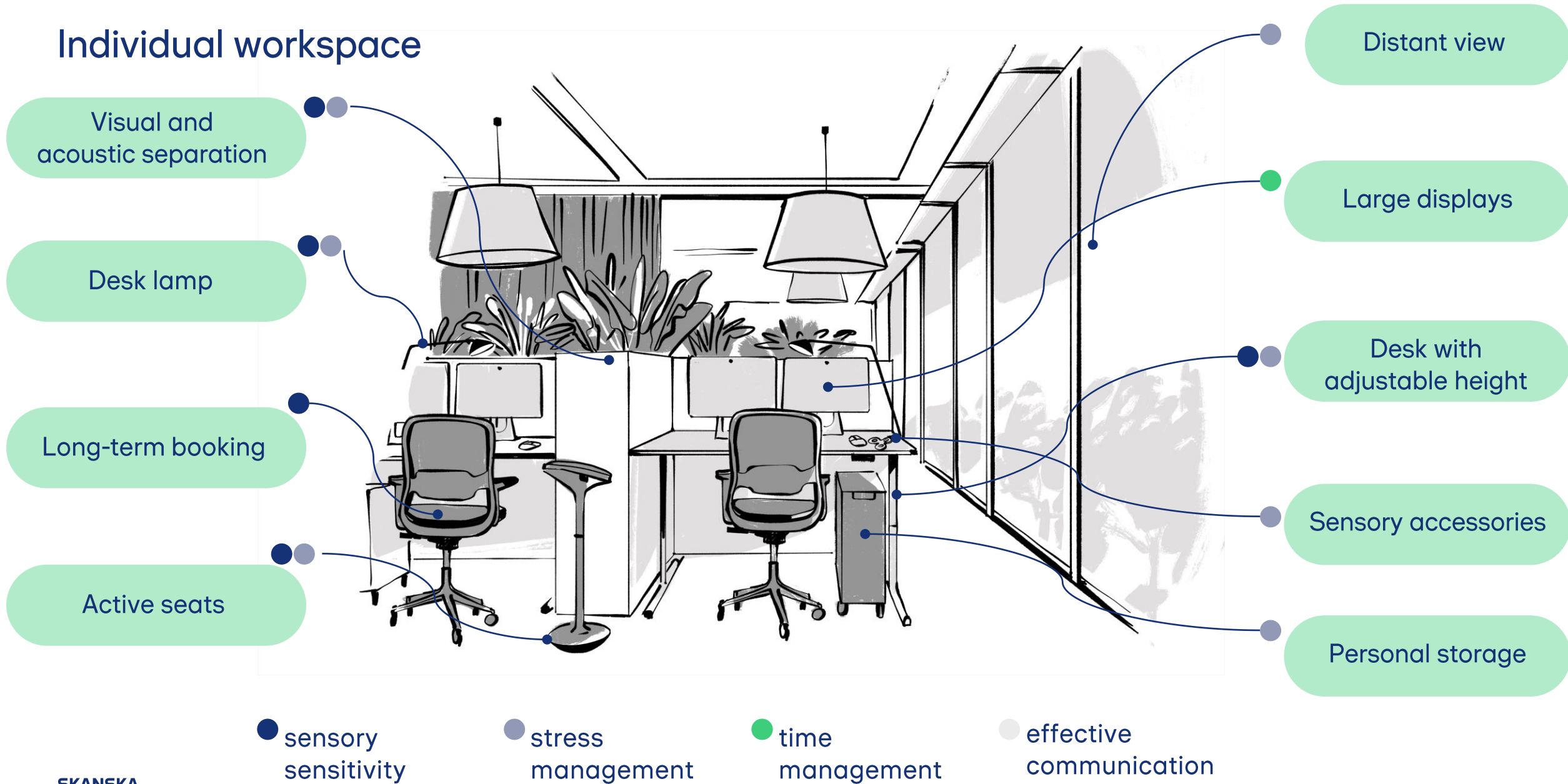
SPACES FOR INDIVIDUAL WORK

SPACES FOR COOPERATION

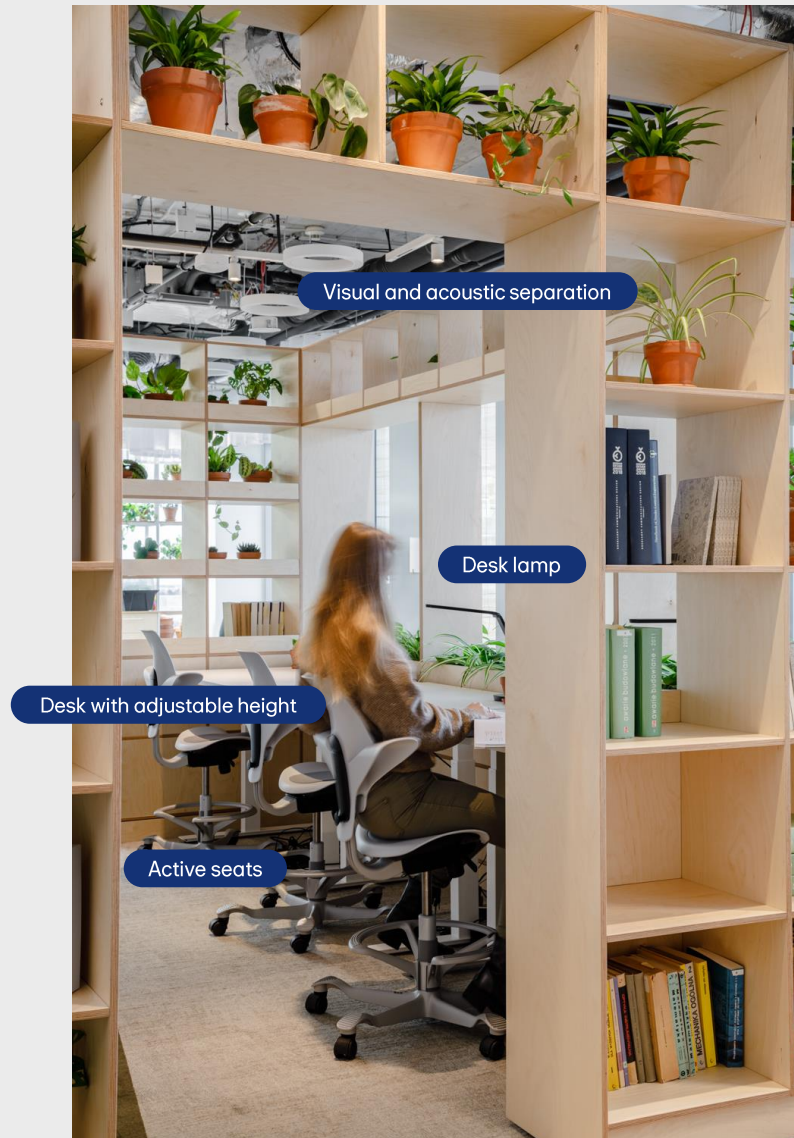
SPACES FOR RESTORATION



## Individual workspace





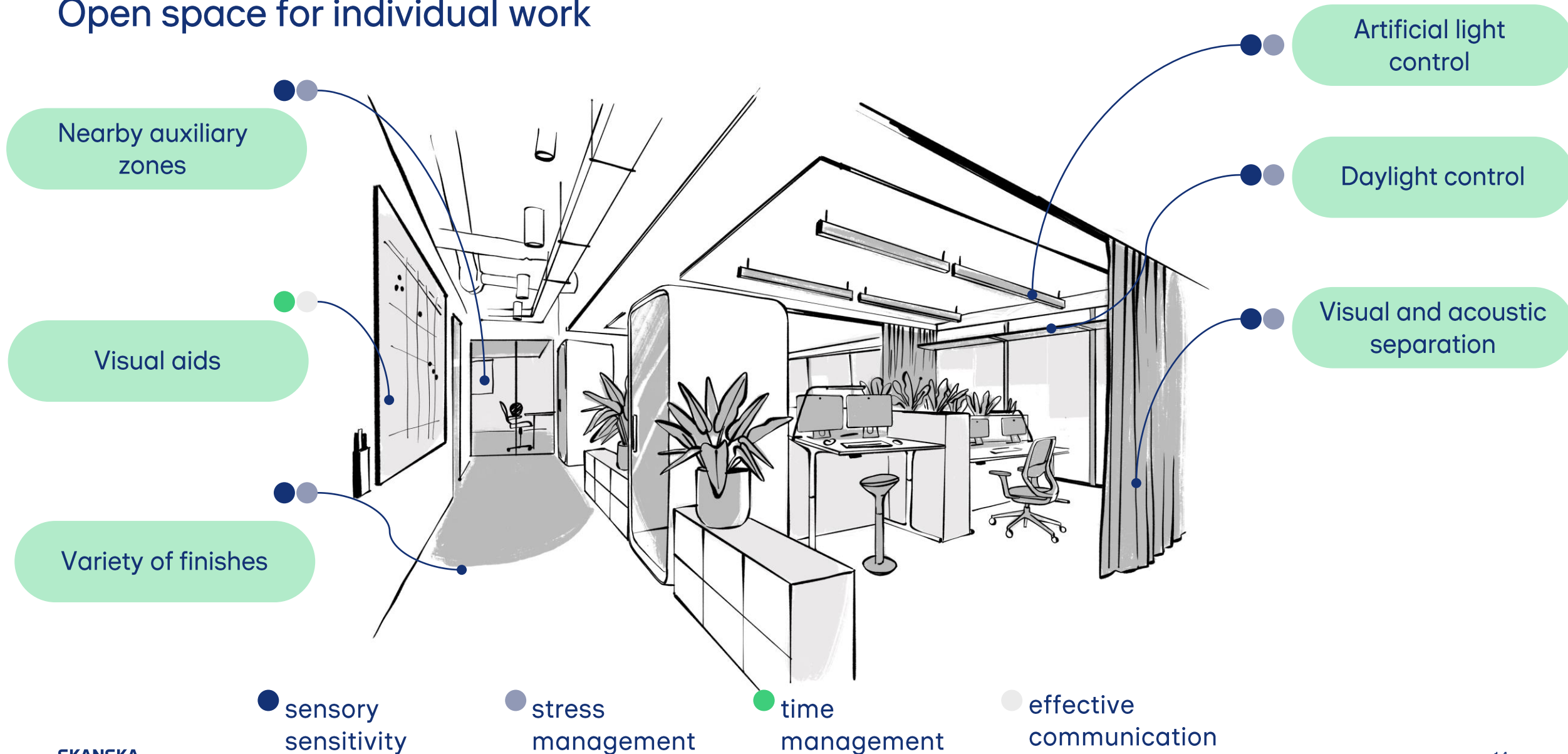


Arup | Workplace



Arup | Workplace

# Open space for individual work







Nordea | Workplace



Confidential Client | Workplace



Nordea | Workplace

# Closed space for individual work

Separation from the corridor

Water point

Environment management

Visual aids

Audio support

● sensory sensitivity

● stress management

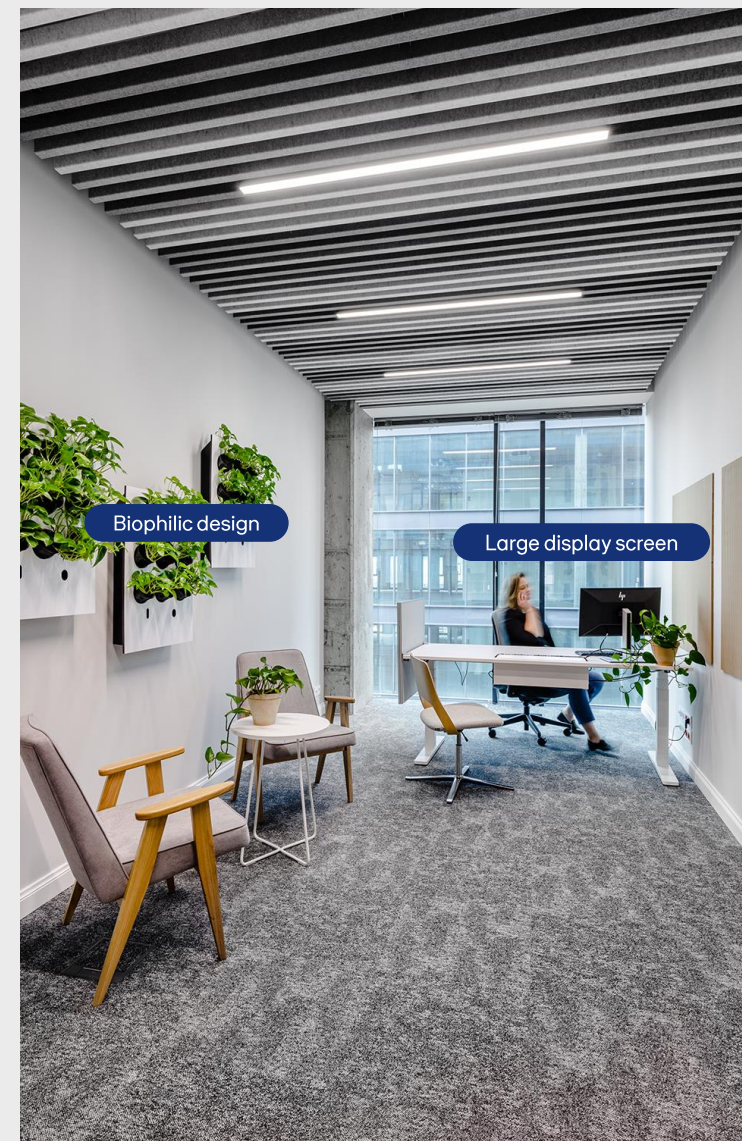
● time management

● effective communication





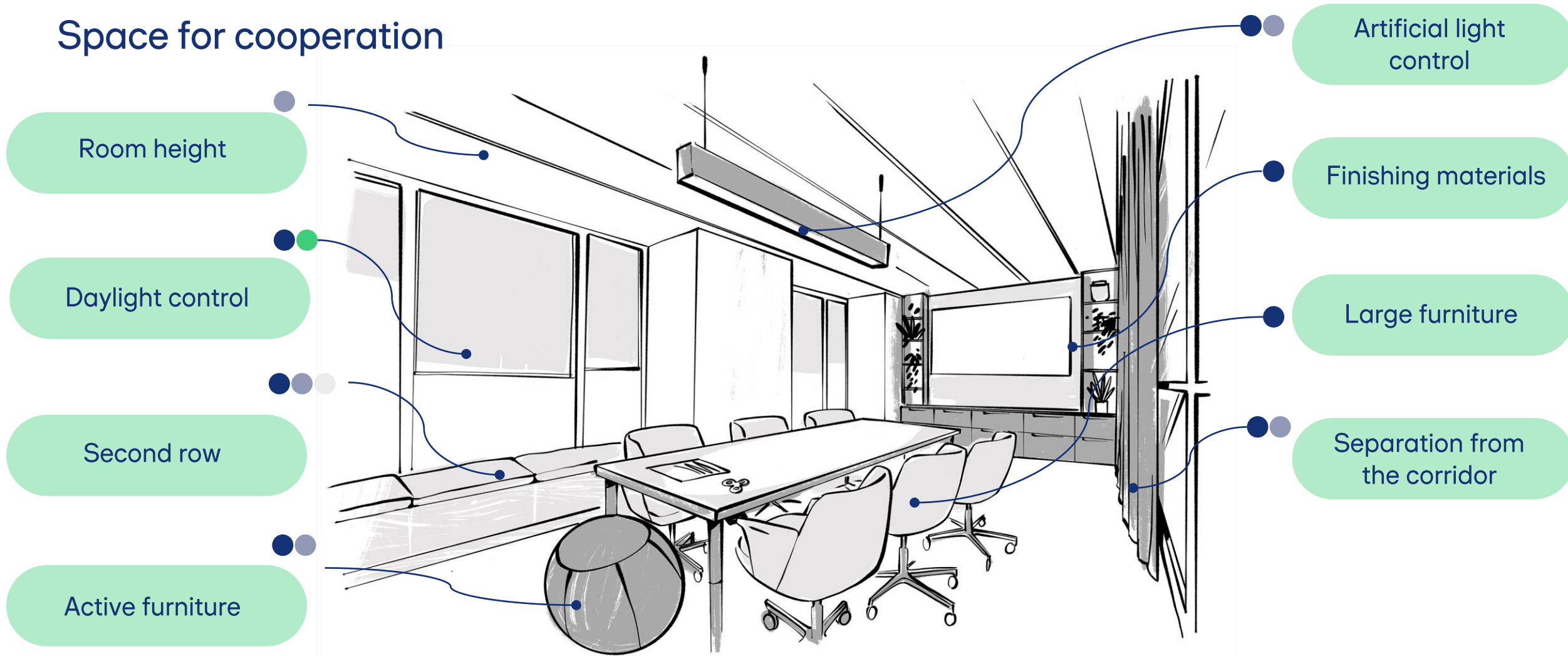
Onet RASP | Workplace



Maersk | Workplace



# Space for cooperation



● sensory  
sensitivity

● stress  
management

● time  
management

● effective  
communication



Arup | Workplace

SKANSKA



Santander Consumer Bank | Workplace



MSD | Workplace



## Social Restoration Zone

Closed kitchen

Decaffeinated  
drinks

Various dining areas

Casual meeting  
spaces

● sensory  
sensitivity

● stress  
management

● time  
management

● effective  
communication





Biophilic design

Casual meeting spaces

Variety of finishes

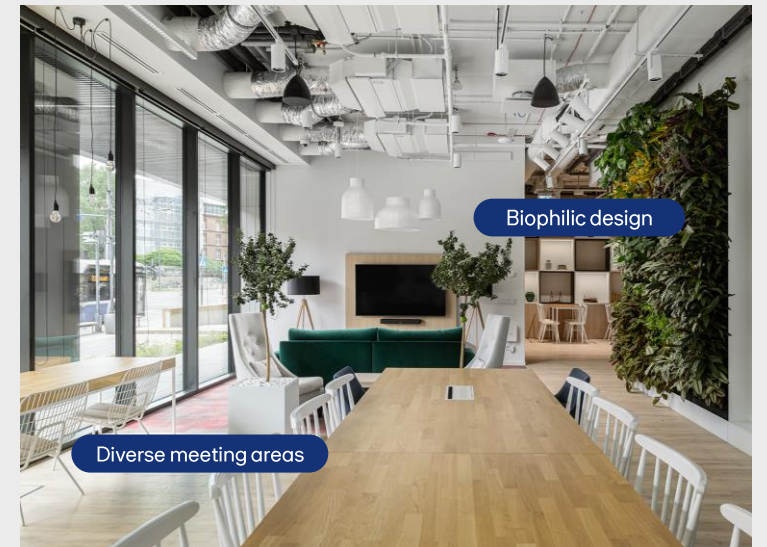
Nowy Targ | Skanska



Biophilic design

Casual meeting spaces

Skanska | Workplace



Biophilic design

Diverse meeting areas

Business Link



# Sensory Restoration Zone

Squeezable pillows

Loudspeaker

Fragrance pillows

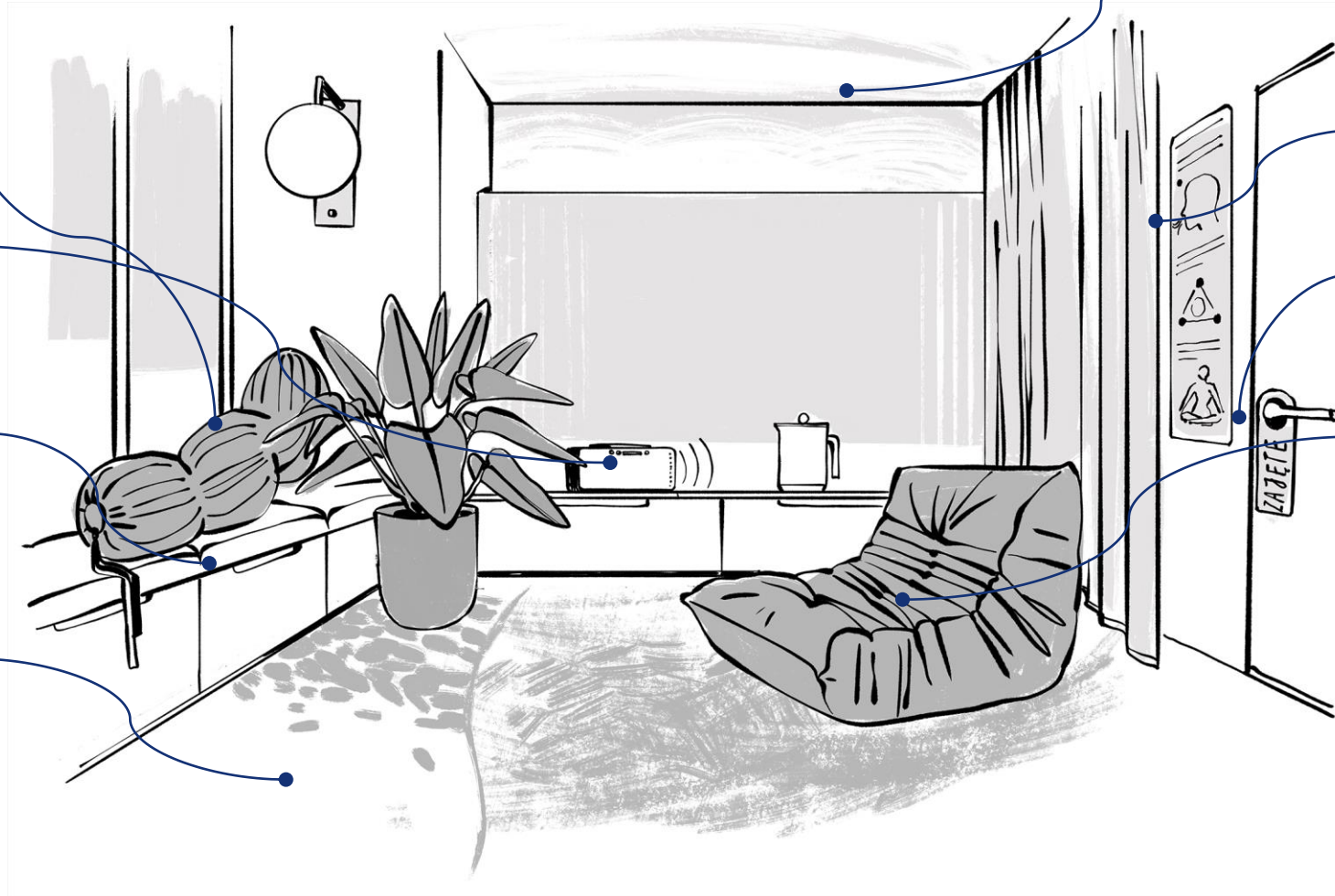
Sensory floor

Mood lighting

Breathing exercises

„Do Not Enter“ sign

Soft furniture



● sensory sensitivity

● stress management

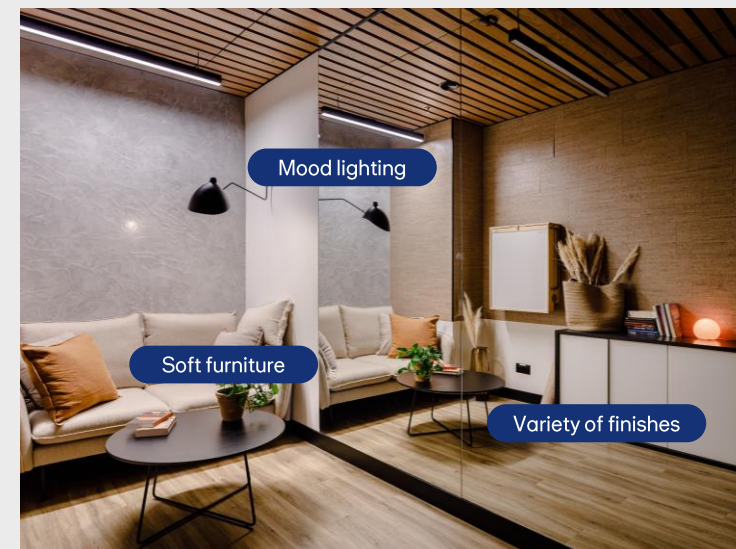
● time management

● effective communication

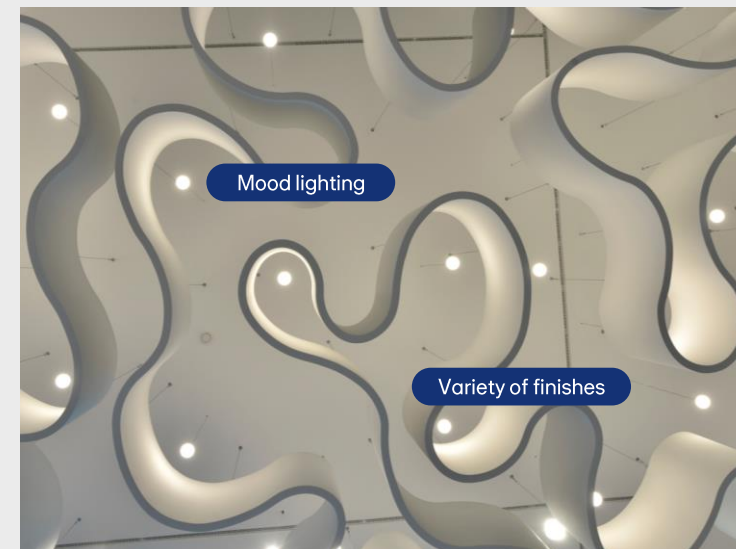




Arup | Workplace



Bird&Bird | Workplace



Mill Park | Skanska

# Active Restoration Zone

Biophilic design

Exercise equipment

Pattern on the floor

Stimulating finishes

Team games

● sensory sensitivity

● stress management

● time management

● effective communication





Ørsted | Workplace



Allegro | Workplace

# Thank you!

If you would like to  
know more, please visit  
the report-dedicated  
website  
[neuroinclusive.design](https://neuroinclusive.design)

