Placemaking for NEURODIVERSE teams

WHY?

There are areas of skill shortage in the Australian workplace, particularly in IT-related roles. Some of these roles, such as software testing and data analytics, are not necessarily of interest to 'neurotypical' individuals, as they require a high degree of focus over long periods, repetition of activity and the ability to see patterns. Government departments require that some of these roles be retained in Australia and be performed by Australian residents with appropriate security clearances.

A large number of well-qualified, intelligent neurodiverse individuals are currently unemployed or underemployed. There is an opportunity for neurodiverse individuals who have the right attributes to fulfill these roles. With support from their employer, and the right work environment, these individuals demonstrate a high level of work outputs, loyalty and retention and are an asset to their organisation.

SO WHAT?

A critical factor for the ultimate success of neurodiversity in the workplace is to create small work teams with the appropriate structure, physical work environment and work systems to support the individuals in achieving their full potential. A supportive workplace culture leads to the success of the team, and in turn the success of the individual.

Work Teams

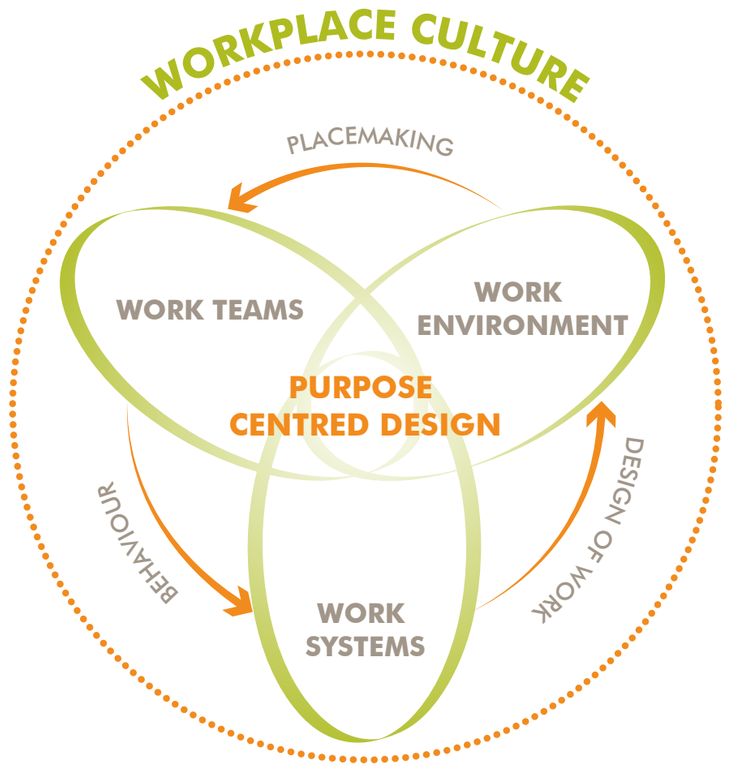
A small inclusive group of diverse and unique people.

- Respect between team members
- Sense of belonging
- Emotional support and tolerance of differences
- Recognition and reward
- Small connected groups that interact
- Autonomy
- Well being and focus

Work Systems

Design of work and procedures which allow flexibility in achieving the desired goal.

- Intuitive work systems that encourage familiarity
- Flexibility in how work can be performed
- Resilience
- Simplicity and ease
- Transformative
- Mentoring/coaching framework in place



Work Environment

An inclusive workplace that supports neurodiverse people to work effectively, and considers the following design criteria:

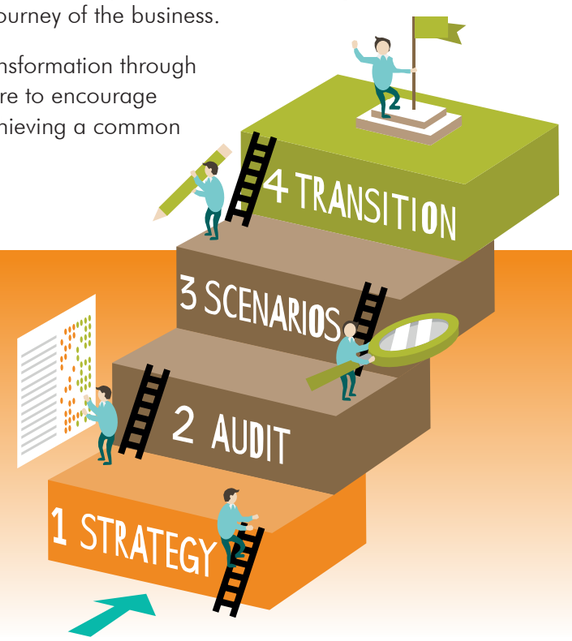
- Sensory
- Sequence
- Escape
- Transition
- Security
- Safety

Refer overleaf for discussion of each criteria

Purpose Centred Design

A focus on the business requirements and including neurodiverse people on the journey of the business.

Growth and transformation through workplace culture to encourage difference in achieving a common goal.



4 STEPS TO WORKPLACE CHANGE

1 Strategy

Guiding Principles
Project Measures of Success

2 Audit

Workshop with Group Leaders
Survey of Team Members
Interview Team Leaders

3 Scenarios

Focus Group Idea Generation
Rapid Scenario Modelling
Develop Preferred Scenario

4 Transition

Communication Planning
Co-ordinate Communication Initiatives
Transition to Final Workplace
Post Occupancy Monitoring and Review

resource architecture
maximising workplace potential

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Making sense of now, creating next

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Supported by design theory, the work environment is evaluated and explored through a series of criteria.

Escape

Distribution of sensory neutral quiet rooms, accessible by users to focus or recalibrate.

- Small enough for 1-2 people
- Varying levels of physical and visual enclosure

Safety

A supportive, safe and connected environment which allows users to explore, learn and grow.

- Visual connection between workspaces forms a network and provides safe monitoring
- Furniture, fixtures and finishes selected to provide a safe environment with an appropriate level of sensory stimulation for the purpose of the room

Security

'People cannot work effectively if their workplace is too enclosed or too exposed.'[1]

- Create a series of compartments, for single activities and small teams of users
- Implement partitions or furniture to form team domains
- Define zones through use of colour and finishes

[1]*Alexander, C., et al (1977). A pattern language. New York: Oxford University Press, p.847.*

Sequence

Importance is placed on the sequence of rooms to suit work tasks.

- Design for seamless flow of work to align with the daily routine of the users
- Arrange spaces as a transition from one activity to the next

WORK ENVIRONMENT

Sensory

Arrangement of space by sensory levels and qualities. Design of acoustic environment to support work tasks.

- Space is separated into high, moderate and low stimulation zones
- Acoustic design to absorb sound and reduce background noise
- Consideration of sensory environment in the sequence of space and transitional shift.

Transition

Transition spaces included in the sequence of rooms to provide a buffer between sensory zones and smooth progression through space.

- Sensory environment of each space shifts dependent on the type of activity
- Buffer between sensory zones prevents abrupt changes in function and stimulation
- Transition space provides seamless circulation from one space to the next

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