



The State of Neurodiversity in the Workplace Report

### Table of Contents

Introduction	2
Understanding Neurodiversity	7
<b>Key Finding 01:</b> There is an Increased Demand for Neurodiversity  Training and Benefits Among Global Workforces	10
<b>Key Finding 02:</b> Global Demand Across industries is Changing How We Think About Neurodiversity Solutions	13
<b>Key Finding 03:</b> Neurodiversity Training and Benefits Directly Impact Employee Productivity and Retention	16
Success Strategies for Organizations	19
The Future of Neurodiversity in the Workplace	21
Spotlight: RethinkCare's Commitment to Neurodiverse Workplaces	22

**Neurodiversity recognizes that neurological differences—such as autism, ADHD, dyslexia, and others**—are natural variations of the human genome. This perspective shifts the focus from viewing these differences as deficits to appreciating them as unique strengths and contributions to society.

This report highlights how organizations are approaching the increased global demand for neurodiversity training and benefits among their teams, while shining a spotlight on how training and benefits impact employee productivity and engagement.

### A Message From our CEO

At RethinkCare, we believe that neurodiversity is more than a concept—it's a powerful driver of opportunity, resilience, and success in the workplace.

### We further believe that embracing

neurodivergent talent isn't just the right thing

to do; it's a business imperative.

By fostering environments that support different thinking styles, organizations have the potential to unlock new problem-solving approaches, enhance team dynamics, and drive meaningful impact.

What you'll learn from this report is why we've seen a 32% surge in multinational organizations championing neurodiversity through training and personalized support for their employees. Those organizations leading the charge are realizing measurable benefits in productivity, employee well-being and, ultimately, their bottom line.

Everyone else is faced with a choice: Join the groundswell that's driving growth and reshaping the future of work—or wait to act and risk falling behind. It's still early, but the opportunities are ripe. Now is the time to rethink traditional workplace and organizational norms and start investing in the untapped potential of a neurodiverse workforce.



**Ben Semmes**Chief Executive Officer

<sup>&</sup>lt;sup>1</sup> Rethink data, Verticals Growth, 2024 Year End Statistics, 12/31/2024.



#### **FEATURED EXPERT**

### Angela Nelson, Ed.D., BCBA

Dr. Angela Nelson is the Vice President of Operations and Executive Director of Clinical Services at RethinkCare. Dr. Nelson oversees RethinkCare's consultation services and content generation for Parenting and Professional solutions. She joined Rethink in 2011 and specializes in working with parents raising children and teens with learning, social, and behavioral challenges, as well as organizations motivated to expand their neurodiversity efforts. Dr. Nelson holds a Doctorate in Education from the University of Southern California (USC), Master's degree in Counseling from California State University, Northridge, a Bachelor's degree in Psychology from UCLA, and is a Board Certified Behavior Analyst (BCBA).



Neurodiversity at work is here to stay. Don't take our word for it. The data is clear. Forward-thinking companies already know that if you want more creativity, innovation, and problem-solving, you have to embrace cognitive differences."

—Angela Nelson, Ed.D., BCBA

# Executive Summary: The Business Case for Neurodiversity in the Workplace

Neurodiversity is redefining what it means to be a successful, innovative company. In 2025, the corporate world has reached a turning point: Businesses that recognize and harness the strengths of neurodivergent employees are pulling ahead, while those slow to evolve risk falling behind. The evidence is clear—companies that invest in neurodiversity initiatives are seeing tangible returns in productivity, retention, and employee engagement.

#### **Surging Demand for Neurodiversity Training and Support: A Market Shift**

The demand for professional development in neurodiversity has skyrocketed, with a fourfold increase in employees and managers seeking education and support in 2024.<sup>2</sup> Over 1.4 million video views of professional resilience training reflect a growing recognition of the value neurodivergent talent brings to the workplace.<sup>3</sup> Among employees accessing neurodiversity-related content on our RethinkCare behavioral health platform, nearly a quarter (22.2%) prioritized the "Understanding Neurodiversity" course, making it the second most-played collection after "Understand Your Mental Health" (29.6%).<sup>4</sup> This data highlights a notable shift: Businesses are no longer just accommodating neurodivergent employees—they are actively investing in unlocking their full potential.

#### A Global and Cross-Industry Competitive Advantage

Neurodiverse teams are driving performance across industries—from technology and finance to healthcare, education, and manufacturing. Companies worldwide are expanding neurodiversity training and behavioral health initiatives, recognizing that these investments lead to sharper problem-solving, heightened engagement, and enhanced team dynamics. Those who integrate neurodivergent talent into their core strategy are positioning themselves as industry leaders in both productivity and talent retention.

#### **Employee Success is Business Success: The Data Speaks**

The correlation between neurodiversity training, personalized behavioral health support, and workforce performance is undeniable. Companies that provide the right support are experiencing measurable gains in employee productivity, satisfaction, and retention. Notably, working parents—including those raising neurodivergent children—are increasingly engaging with executive functioning content and consultations, signaling the broader impact of neuroaffirming practices on workplace well-being.

<sup>&</sup>lt;sup>2</sup> Rethink data, Neurodiversity Sessions Growth, 2024 Year End Statistics, 12/31/2024.

<sup>&</sup>lt;sup>3</sup> Rethink data, Content Consumption, 2024 Year End Statistics, 12/31/2024.

<sup>&</sup>lt;sup>4</sup> Rethink data, Neurodiversity Content, 2024 Year End Statistics, 12/31/2024.

#### The Future of Work is Neurodiverse. Are You Ready?

Organizations that invest in neurodivergent talent today will be the ones leading tomorrow. As this report demonstrates, prioritizing neurodiversity is not just an inclusion effort—it is a strategic imperative. Forward-thinking businesses that embed neurodiversity training and support into their culture are already seeing the benefits, from stronger innovation pipelines to improved operational efficiency. The question is no longer whether companies should invest in neurodiversity, but whether they can afford not to.

The time to act is now. The future belongs to those who recognize and cultivate the extraordinary strengths of a neurodiverse workforce.



### Key Findings

### 4X Number of employees and managers seeking professional development in neurodiversity

Global organizations are rapidly expanding neurodiversity training and benefits as demand soars. In 2024, the number of employees and managers seeking professional development in neurodiversity quadrupled, underscoring a sharp rise in the need for specialized training and personalized behavioral health support.5

#### Growth in adoption of neurodiversity initiatives across industries initiatives across industries

Companies worldwide, across all industries, are prioritizing neurodiversity training and support. Businesses across multiple sectors are significantly increasing investment in neurodiversity initiatives, with an average 32% growth in adoption across industries.<sup>6</sup> This surge reflects a growing recognition of the critical role neurodiversity programs play in building high-performing workplaces.

### 70%

#### Employees with neurodiversity support who report enhanced emotional and behavioral well-being

Neurodiversity training and benefits drive productivity, well-being, and retention. Employees who access these resources experience measurable improvements—68% report stronger organizational and time management skills, while 70% see enhanced emotional and behavioral well-being, leading to higher engagement and retention.<sup>7</sup>

<sup>&</sup>lt;sup>5</sup> Rethink data, Neurodiversity Sessions Growth, 2024 Year End Statistics, 12/31/2024.

<sup>&</sup>lt;sup>6</sup> Rethink data, Verticals Growth, 2024 Year End Statistics, 12/31/2024.

<sup>&</sup>lt;sup>7</sup> Rethink Assessment Updates Data, 01/20/2025.



To fully grasp the business impact of neurodiversity, it is essential to understand exactly what it is. The term "neurodiversity" was coined by sociologist Judy Singer in 1997 and refers to differences in how people communicate, learn, and socialize due to biological differences in the brain.<sup>8</sup> Diagnoses of attention deficit hyperactivity disorder (ADHD), dyslexia, dyspraxia, and many others are considered natural forms of neurological diversity found across all races, cultures, economic conditions, and life experiences. The National Institute of Health has estimated that 15% to 20% of the world's population—as many as one in five people—exhibits some form of neurodivergence.<sup>9</sup> What's more, up to 17% of the U.S. workforce is neurodivergent.<sup>10</sup>

<sup>&</sup>lt;sup>8</sup> Harris, John. 2023. "The Mother of Neurodiversity: How Judy Singer Changed the World." The Guardian, July 5, 2023, sec. Society. https://www.theguardian.com/world/2023/jul/05/the-mother-of-neurodiversity-how-judy-singer-changed-the-world.

<sup>&</sup>lt;sup>9</sup> Division of Cancer Epidemiology and Genetics Staff, "Neurodiversity," National Institutes of Health, National Cancer Institute, Division of Cancer Epidemiology and Genetics, April 25, 2022.

<sup>&</sup>lt;sup>10</sup> LeFevre-Levy, Rose, Arturia Melson-Silimon, Rebecca Harmata, Anna L. Hulett, and Nathan T. Carter. 2023. "Neurodiversity in the Workplace: Considering Neuroatypicality as a Form of Diversity." Industrial and Organizational Psychology 16 (1): 1–19. https://doi.org/10.1017/iop.2022.86

#### The Shifting Mindset Around Neurodiversity

The perception of neurodiversity has evolved significantly over the years. Once viewed through a lens of disability and deficit, neurodivergence is now recognized as a natural and valuable variation in human cognition. This shift has prompted greater acceptance of all abilities, not just those with a formal disability. In the workplace, many organizations are broadening their perspective on what's "normal" at work, recognizing that all employees have strengths and challenges.

The neurodiversity movement has played a pivotal role in this shifting landscape, advocating for inclusion while emphasizing the specific strengths that neurodivergent individuals bring to society and the workplace. Previously focused solely on compliance and accommodation, leading organizations are now actively seeking ways to harness the unique abilities of neurodivergent employees to transform workplace culture and performance. Neurodiversity is no longer an outlier, it is the new standard.

#### The Untapped Potential Of Neurodivergent Talent

Neurodiversity is increasingly recognized—particularly among younger generations—as the "new normal." In fact, a growing body of research<sup>11</sup> is demonstrating the myriad ways neurodivergent individuals excel in the workplace.

Heightened abilities in pattern recognition,
problem-solving, data analysis, and creative thinking
make these talented workers ideal for roles in technology,
finance, research, and many other fields.

Yet despite the growing understanding of neurodiversity's value, neurodivergent professionals remain an underutilized talent pool, often facing higher rates of unemployment, discrimination, and marginalization. For instance, only three in ten individuals with autism have full-time jobs, despite 77% expressing a desire to work. More than 60% rely on their family for financial support, and 40% still live with their parents.<sup>12</sup>

<sup>&</sup>lt;sup>11</sup> Austin, Robert, and Gary Pisano. 2017. "Neurodiversity Is a Competitive Advantage." Harvard Business Review. July 18, 2017. https://hbr.org/2017/05/neurodiversity-as-a-competitive-advantage

<sup>&</sup>lt;sup>12</sup>Thompson, Craig, Sven Bölte, Torbjörn Falkmer, and Sonya Girdler. 2018. "To Be Understood: Transitioning to Adult Life for People with Autism Spectrum Disorder." Edited by Andrea Martinuzzi. PLOS ONE 13 (3): e0194758. https://doi.org/10.1371/journal. pone.0194758.

Traditional hiring processes and unconscious biases during recruitment and hiring frequently disadvantage neurodivergent candidates, leading to missed opportunities for both candidates and employers. Additionally, rigid workplace structures often create barriers that prevent these individuals from fully contributing.

By expanding hiring approaches and workplace best practices, businesses can unlock a wealth of talent that offers a strong competitive edge.

#### The Need For Targeted Behavioral Health Support

While neurodivergent employees bring exceptional strengths, they may also face unique challenges in navigating workplace environments. Many struggle with communication differences or executive functioning challenges that can impact performance if unaddressed. Sensory sensitivities can further exacerbate these challenges, as many workplaces are not designed with neurodiverse needs in mind. For instance, overstimulation from poor lighting, noise, and overcrowded spaces can lead to discomfort and decreased productivity for many neurodivergent individuals.<sup>13</sup>

Providing targeted support—such as flexible work arrangements, personalized consultations with behavioral health experts, and training for colleagues and managers—ensures that neurodivergent professionals can thrive. Investing in these support structures improves workplace culture, while maximizing productivity and job satisfaction across teams.

#### The Evolving Workplace Of Today

Today's workforce is undergoing a profound transformation as organizations recognize the importance of neurodiversity and its direct impact on business outcomes. Here we highlight the factors driving that transformation, along with pro-active steps organizations can take to be best positioned for long-term success.

<sup>&</sup>lt;sup>13</sup> Prevett, Hannah. 2024. "Labs Aren't Designed for People like Me." Thetimes.com. The Times. September 16, 2024. https://www.thetimes.com/business-money/entrepreneurs/article/labs-arent-designed-for-people-like-me-enterprise-network-vt8bprkh9.

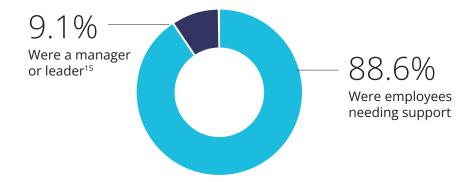
#### **KEY FINDING 01**

There is an Increased
Demand for Neurodiversity
Training and Benefits among
Global Workforces

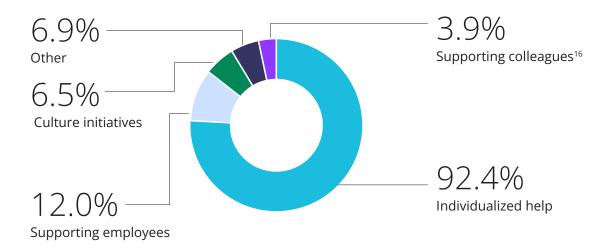
### A Surge in the Need for Neurodiversity Training and Support

As neurodiversity awareness continues to grow, so does the need for comprehensive training and education. In fact, in 2024, the number of employees and managers seeking professional development in neurodiversity increased 4x,<sup>14</sup> highlighting a surge in demand for training and behavioral health benefits within global organizations. This is being driven primarily by employees seeking individualized support, alongside a significant percentage of managers looking for strategies to support their teams.

Of those companies utilizing RethinkCare's neurodiversity consultations in 2024:



Rethink further observed that the focal topics in these consultations were segmented as follows:



<sup>&</sup>lt;sup>14</sup> Rethink data, Neurodiversity Sessions Growth, 2024 Year End Statistics, 12/31/2024

<sup>&</sup>lt;sup>15</sup> Rethink data, Neurodiversity User Roles, 2024 Year End Statistics, 12/31/2024

<sup>&</sup>lt;sup>16</sup> Rethink data, Neurodiversity Topics Addressed, 2024 Year End Statistics, 12/31/2024

The overwhelming demand for individualized help underscores a critical learning in our new world of work:

a one-size-fits-all approach is no longer sufficient.

# Neurodiverse workforces face unique needs and increasingly require personalized solutions.

Many businesses are responding by investing in neurodiversity programs that focus on:

- **Recognizing and valuing neurodiverse talent**—Helping managers and colleagues understand different neurotypes and the unique strengths they bring.
- Reducing bias in hiring and promotion—Addressing unconscious biases that may hinder neurodivergent individuals from accessing opportunities.
- **Workplace accessibility and accommodations**—Encouraging simple yet effective accommodations, such as sensory-friendly environments, flexible scheduling, and alternative communication methods. According to a 2020 study by the Job Accommodation Network (JAN) for the U.S. Department of Labor, more than half of accommodations cost nothing, and the rest typically cost under \$500<sup>17</sup>—a small investment with big returns.

#### **Expanding Benefits To Support Neurodivergent Employees**

Beyond training, many organizations are revising their benefits offerings to better support neurodivergent employees. Traditional benefits packages often fail to address the specific needs of neurodivergent individuals, leading to unnecessary stress and barriers to productivity. Forward-thinking companies are now introducing:

- **Employee Assistance Programs (EAPs)** with resources specifically tailored for neurodivergent individuals and their families.
- **Flexible work arrangements** to accommodate different work styles, such as remote work or adjusted schedules.
- **Mentorship and coaching programs** designed to help neurodivergent employees navigate workplace challenges.
- Enhanced behavioral health and wellness benefits that cover therapies, expert consulting, and support services tailored to neurodiverse needs.

<sup>&</sup>lt;sup>17</sup> "Costs and Benefits of Accommodation." n.d. Askjan.org. https://askjan.org/topics/costs.cfm#spy-scroll-heading-1.

**KEY FINDING 02** 

Global Demand Across
Industries is Changing
How We Think About
Neurodiversity Solutions

### The Demand is Global

The demand for neurodiversity training programs and benefits is not confined to a single country or region. Nations around the world are embracing the business advantages of neurodivergent talent, with countries such as the United States, Canada, the United Kingdom, Australia, and Germany leading the way.

In 2024, RethinkCare observed that its platform membership:

- Grew 28% from 2023 with several new countries joining its ranks
- Top regions for growth included: Europe (39%), Asia (26%), Central America (24%) and South America (21%)
- Fastest-growing countries included: Thailand (181%), Switzerland (102%), Guatemala (84%), Ethiopia (82%) and Finland (64%)<sup>18</sup>

Multinational organizations that make up the Fortune 1000 are at the forefront of this trend, ensuring that their global workforces receive training tailored to different cultural contexts and legal frameworks. Businesses are increasingly realizing that fostering a cognitively diverse environment is not just a social responsibility but also a strategic advantage that enhances innovation, problem-solving, employee engagement, and strengthens talent acquisition. Stigma around disabilities persists in many countries, so multinational organizations that embrace neurodiversity are well positioned to attract top talent.

#### **The Demand Crosses Multiple Industry Verticals**

The demand for neurodiversity training and benefits is not limited to any one sector. Rather, it spans multiple industry verticals.

Over the past year, RethinkCare has observed that the top five industry verticals leveraging its platform include:

01 Professional Services	03 Manufacturing and Industrial	05 Healthcare <sup>19</sup>
	Hardware	
02	04	
Software and Hardware Technology	Financial Services	

<sup>&</sup>lt;sup>18</sup> Rethink data, Region and Country Growth, 2024 Year End Statistics, 12/31/202

<sup>&</sup>lt;sup>19</sup> Rethink data, Verticals Growth, 2024 Year End Statistics, 12/31/2024

What's more, top companies across these categories are all taking proactive steps to create environments where neurodivergent employees can thrive.

#### **Technology and Innovation:**

Companies like Microsoft, Google, and SAP have pioneered neurodiversity hiring initiatives and training programs to attract and support employees with autism, ADHD, and other cognitive differences. These programs enhance workplace culture and contribute to advancements in AI, cybersecurity, and software development.

#### **Finance and Professional Services:**

The financial sector is increasingly recognizing the analytical strengths of neurodivergent individuals. Firms such as JPMorgan Chase have established specialized hiring programs and training initiatives to support neurodivergent professionals in roles that require pattern recognition, data analysis, and risk assessment.

#### **Healthcare and Life Sciences:**

Hospitals, research institutions, and pharmaceutical companies are investing in neurodiversity training to enhance patient care, team collaboration, and research innovation. Understanding neurodiversity is particularly critical in mental health and therapy settings, where professionals must tailor their approaches to serve diverse populations effectively.

#### **Education and Training:**

Schools and universities are training educators to better support neurodivergent students, as well as integrating neurodiversity education into their curricula. Institutions are acknowledging the importance of equipping future professionals with the knowledge to create neuroaffirming learning and working environments.

#### **Manufacturing and Engineering:**

Industries reliant on process optimization and precision, such as manufacturing and engineering, benefit from neurodivergent employees' unique problem-solving capabilities. Training programs in these sectors help managers understand and accommodate cognitive differences.

#### **Retail and Customer Service:**

Frontline industries are developing neurodiversity training to better support both employees and customers. Retailers are implementing accommodations to create sensory-friendly shopping experiences, while customer service teams are being trained on communication strategies that ensure accessibility for all.

**KEY FINDING 03** 

Neurodiversity Training and Benefits Directly Impact Employee Productivity and Retention

### Driving Productivity Across the Board

Organizations that prioritize neurodiversity are experiencing a direct impact on employee well-being, productivity, and retention. We've found that employees with access to personalized behavioral health consultations report the following:



This data is not exclusive to neurodivergent employees. The total number of registered users on the RethinkCare platform climbed steadily year-over-year, growing by 79.2% since 2020.<sup>21</sup> This data indicates that neurodiversity resources are being utilized by a broad cross-section of the workforce, including both neurodivergent and neurotypical individuals. Although our data collection does not capture diagnosis disclosure, anecdotally RethinkCare clinicians estimate that at least a quarter of employees using 1:1 consultations have no formal diagnosis.

Further, the primary topics driving individuals to seek workplace consultations are associated with executive functioning skills—planning and prioritization, time management, emotional regulation, and focus/attention—which are applicable to both neurotypical and neurodivergent populations. For years, executive function support has been widely understood to benefit neurodivergent individuals<sup>22</sup> but our data indicates it has a demonstrable value to the wider workforce as well.

<sup>&</sup>lt;sup>20</sup> Rethink Assessment Updates Data, 01/20/2025

<sup>&</sup>lt;sup>21</sup> Rethink data, Utilization Trends, Enrollment, 2024 Year End Statistics, 12/31/2024

<sup>&</sup>lt;sup>22</sup> Garey, Juliann. 2023. "How Schools Can Support Neurodiverse Students." Child Mind Institute. August 23, 2023. https://childmind.org/article/how-schools-can-support-neurodiverse-students/

#### **Closing A Critical Gap For Working Parents**

Working parents are another vulnerable demographic experiencing a significant benefit from access to neurodiversity training and benefits.

Increasing rates of parental stress have been well documented in recent years. The U.S. Surgeon General's 2024 Advisory reported that 48% of parents say that their stress is completely overwhelming most days.<sup>23</sup>

Working parents who care for a neurodivergent child face compounded stressors and make up a growing percentage of the global workforce. With 1 in 36 children in the US diagnosed with Autism Spectrum Disorder (ASD) and an estimated 7 million (11.4%) U.S. children diagnosed as of 2022,<sup>24</sup> there is a critical need to provide behavioral health support for both employees and their families. RethinkCare's data backs this up. Among employees who utilized our parenting consultations in 2024, 32% had a child diagnosed with ADHD and 24.5% had a child with autism.<sup>25</sup>

Fortunately, our findings show that access to neurodiversity training and personalized consultations make a measurable difference on parental well-being. Over half of working parents report a direct reduction in stress levels while 76% report increased confidence.<sup>26</sup>

Reduced stress levels and increased confidence allow working parents to be less distracted and more engaged at work, boosting productivity at the personal and organizational level.

<sup>&</sup>lt;sup>23</sup> Office. 2024. "Parental Mental Health & Well-Being." HHS.gov. August 14, 2024. https://www.hhs.gov/surgeongeneral/reports-and-publications/parents/index.html

<sup>&</sup>lt;sup>24</sup> Centers for Disease Control and Prevention. 2024. "Data and Statistics on Autism Spectrum Disorder." Autism Spectrum Disorder (ASD). May 16, 2024. https://www.cdc.gov/autism/data-research/index.html

<sup>&</sup>lt;sup>25</sup> Rethink data, Child Population Details, 2024 Year End Statistics, 12/31/2024

<sup>&</sup>lt;sup>26</sup> Rethink Assessment Updates Data, 01/20/2025



### Success Strategies for Organizations

So, where should leaders who want to drive growth and unlock potential through a robust neurodiversity program start?

Here are some key strategies for championing neurodiversity in the workplace:

01

#### **Leadership Commitment:**

Senior leaders should champion neurodiversity and create a culture where all employees feel psychologically safe to express their ideas and be themselves.

04

#### **Flexible Work Arrangements:**

Offer accommodations, such as noise-canceling headphones, flexible working conditions, and sensory-friendly workspaces. These accommodations often require minimal financial investment and can significantly enhance the comfort and productivity of neurodivergent employees.

02

#### **Neurodiverse Talent Acquisition:**

Redesign hiring practices to focus on skills rather than traits. This ensures that neurodivergent individuals are evaluated based on their strengths and not overlooked due to traditional hiring biases.

03

#### **Comprehensive Training:**

Provide employees and managers alike with the tools to understand and embrace cognitive differences.

05

#### Well-Structured Design:

Create work environments that accommodate various neurological needs. This leads to consistency in business practices and workplace inclusion.

06

### Personalized Behavioral Health Support:

Expand benefit offerings to include customized care resources for employees and their families. This empowers both neurodivergent and neurotypical employees to thrive.

#### Leveraging Purpose-Built Technology to Foster Neurodiversity

In 2025, artificial intelligence (AI) is making daily headlines. However, many companies have yet to recognize the pivotal role that purpose-built technology can play in removing barriers and harnessing their workforces' full potential. Some examples include:



**Customizable Work Environments:** Digital platforms that allow employees to tailor interfaces, adjust sensory inputs (e.g., reducing visual clutter, modifying color schemes, or controlling notifications), and structure workflows to match cognitive preferences.



**Al-Powered Assistance:** Smart scheduling, automated reminders, and focus-enhancing tools can help employees, particularly those with ADHD or executive functioning challenges, manage time and tasks more effectively.



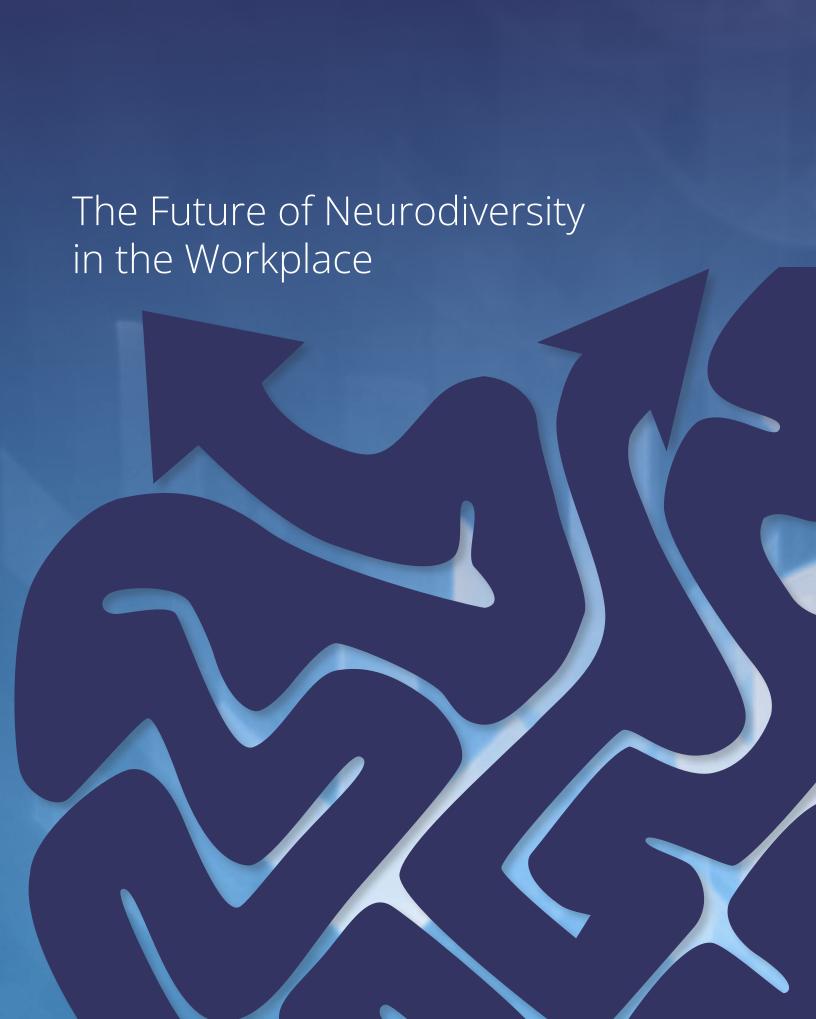
**Communication Adaptability:** Al-driven communication platforms can enhance clarity by summarizing lengthy messages, providing real-time transcription, and offering alternative communication formats (e.g., visual vs. text-based).



**Virtual Reality (VR) and Augmented Reality (AR) Training:** Immersive experiences can help neurodivergent employees practice social interactions, job-specific tasks, or workplace navigation in a controlled, low-stress environment.



**Mental Health and Well-Being Tools:** Apps that support mindfulness, self-regulation, and cognitive behavioral strategies can help manage workplace stressors.



The global momentum behind neurodiversity in the workplace is undeniable, and leading organizations must recognize that investing in neuroaffirming practices is not just an ethical decision—it's a competitive advantage. As this report demonstrates, companies that provide neurodiversity training and personalized benefits are seeing measurable improvements in productivity, engagement, and employee well-being. With a 32% industrywide increase in adoption and a fourfold rise in demand for neurodiversity education, the market shift is evident: businesses that proactively embrace cognitive differences will attract and retain top talent while enhancing operational efficiency.

The future of work is neurodiverse, and organizations that fail to act risk falling behind. Forward-thinking companies are already integrating purpose-built technologies, flexible work structures, and tailored behavioral health solutions to unlock the full potential of their workforce. The question is no longer whether to invest in neurodiversity but how quickly companies can implement meaningful change. The path forward is clear—those who champion neurodiversity today will lead the workplaces of tomorrow.

#### **SPOTLIGHT**

## Rethink's Commitment to Neurodiverse Workplaces

At RethinkCare, we are dedicated to supporting neurodiversity in the workplace and at home. Our platform offers a comprehensive suite of resources that equip global organizations with the tools to build a thriving, productive workforce. We provide engaging digital courses on workplace neurodiversity topics such as understanding neurodiversity, effective interviewing techniques, conflict resolution, overcoming hiring barriers, and how to support neurodivergent peers and direct reports. Additionally, employees and their families have access to 1:1 clinical consultations with highly credentialed behavioral health experts who are able to address their unique personal and professional needs and provide actionable strategies for success.

To learn how RethinkCare can help your team, contact support@rethinkcare.com.





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