



# JOB SEARCHING AS A NEURODIVERGENT PERSON

Neurodivergence is a spectrum of variations in brain processing which leads to differences in social, sensory, and behavioral experiences. This is an umbrella term that includes those with autism, ADHD, dyslexia, dyspraxia, and other neurological conditions that a person is either born with or develops later in life due to a traumatic brain injury or long-term health condition. The experiences of every neurodivergent person are unique and may require no or low support needs, or higher levels of support needs.

Consider these common strengths when preparing for jobs, internships, interviews, or networking:

- Noticing small details that others may overlook and consistently working with fairness, empathy, and creativity in mind
- The ability to intensely focus or have large amounts of energy when working within passionate interest areas
- Taking time to process and perfect new ideas before implementing them
- Developing genuine workplace relationships

## What are some common accommodations that can assist someone who is neurodivergent in the workplace?

- Address your sensory needs: The work environment and what is going on around you have a huge impact on your comfort and ability to perform job tasks. These could include work from home jobs, outdoor or hands-on jobs, jobs where you have a closed office space or autonomy over lighting and sound, or jobs where you could frequently use headphones or stim tools when you need them.
- Share your communication preferences: Ask your supervisor for clear, concise directions when given tasks to complete, ask for an agenda before meetings so you can know what to expect, write down your thoughts and ideas if you need time to process information before sharing
- Predictable but flexible work environments with freedom to complete tasks without feeling constrained or micromanaged are common paths for neurodivergent people. Below are some career options that can be a good fit, although neurodivergent folks can and do thrive in every work environment with the right support!
- Web developer or designer, writer, editor, museum or gallery curator, librarian or archivist, quality control or testing specialist, IT specialist, animal caretaker, audio or sound engineer, researcher, graphic artist, computer programmer, data analyst, animator

## Job Boards and Resources for Neurodivergent Job Seekers

- [Integrate Advisors](#)
- [Mentra Job Board for Innovative Thinkers](#)
- [College Autism Network](#)
- [ADHD Jobs by Industry](#)