

Support for *Neurodivergence*

Some people think, learn, and/or focus in ways that don't fit a one-size-fits-all approach. Understanding how you work best allows you to thrive professionally and personally. The following tips can help you organize your workday and environment to support your success.



Understand your own working style

Notice when you focus best, including the time of day and type of environment, and when you struggle. Also try to identify your strengths, such as pattern recognition, deep focus, creative problem-solving, or attention to detail, and look for ways to leverage those traits rather than thinking about compensating for challenges.



Manage your environment

Everyone has their own triggers. Noise-cancelling headphones, fidget tools, standing desks, or dimmer lighting can make a big difference if sensory input affects your focus. Also, if possible, request flexibility regarding where you sit or work. For some, a quiet corner may be a better option than a cubicle in the middle of a floor.



Structure and organization

External systems can offload the mental effort of tracking tasks, which is especially helpful if working memory or time perception is a challenge. Some tools that can help include visual task boards, timers, checklists, and calendar blocking to provide uninterrupted time to concentrate on demanding tasks.



Requesting accommodations

Your leader or New York Life can guide you through what's available and how disclosure and the accommodation process work.

How can we help?

If you or any of your household family members need neurodivergence-related support, call **888.327.7501** or log on to guidanceresources.com using your organization's Web ID: **STATEFARM**. We provide counseling, legal and financial guidance, and help identifying local resources such as advocacy and training groups to help with challenges at work and at home. Talk to us for:

- Leveraging strengths to maximize potential
- Practicing effective communication strategies
- Improving organization and time management
- Counseling and one-on-one coaching to improve stress, anxiety, and mental and emotional flexibility



Communication strategies

If you tend to be very direct or literal during conversations, a short heads-up to colleagues, such as, "I communicate pretty directly. No offense intended," can prevent misunderstandings. Also, when appropriate, ask for instructions in writing so you can refer back to them.



Energy management

Build in recovery time after socially or sensorially demanding tasks such as meetings, workdays in open-plan offices, or networking events, rather than stacking them back to back.

24/7

Live
Assistance

Call: 888.327.7501

App: GuidanceNowSM

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