

By Maddy McMurray

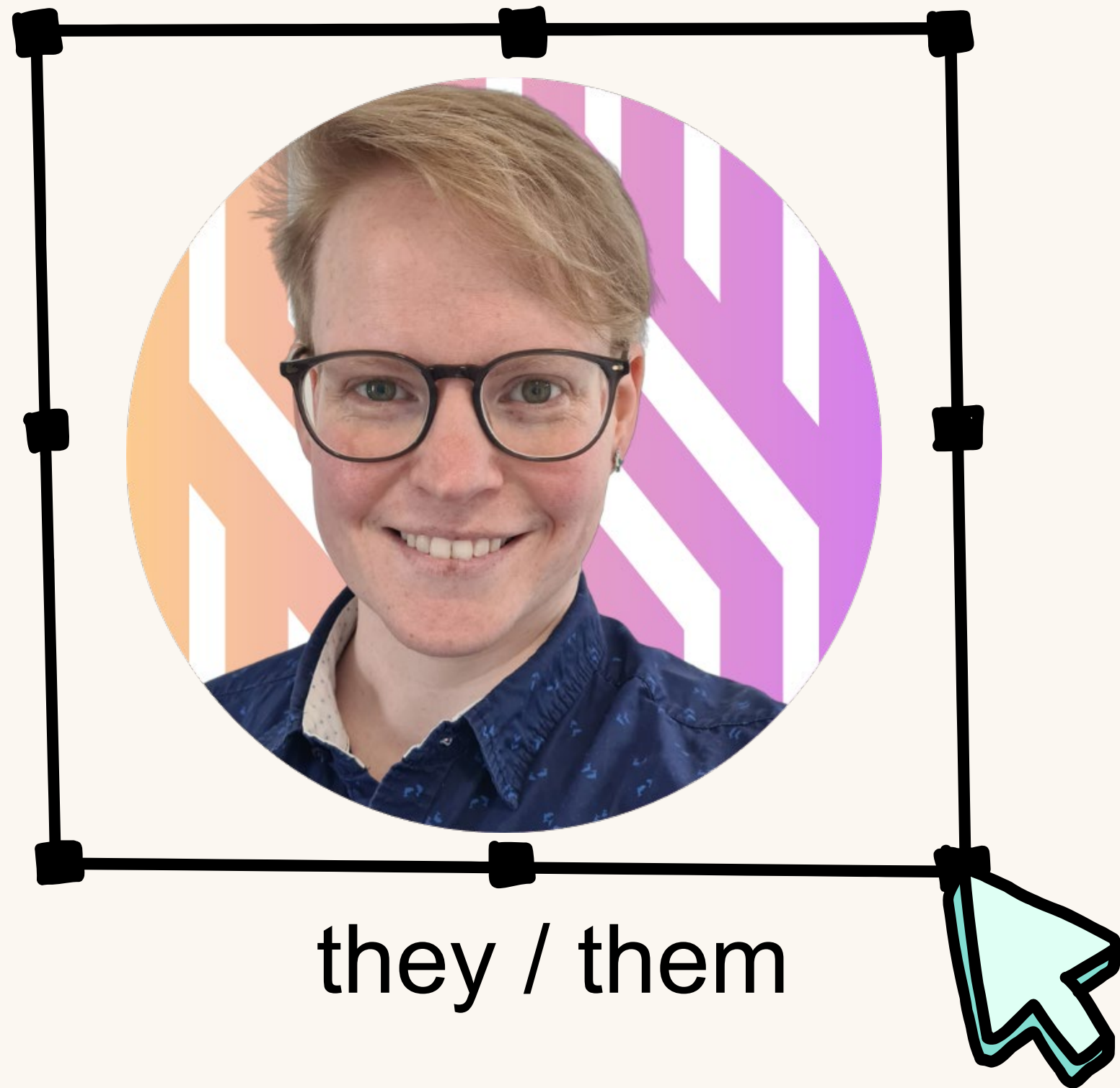


How Neurodiverse Teams Can

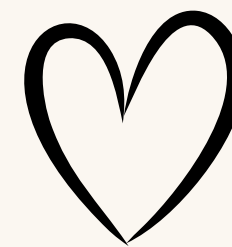
LEVEL UP

Your Testing Game



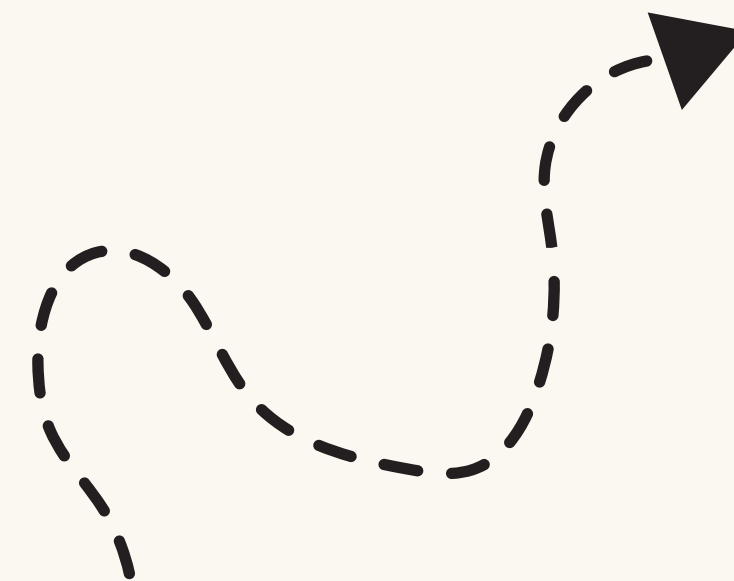


they / them



Who am I?

- NoFunctional Test Analyst
- Neurodiversity Advocate
- Career Changer
- NoBinary ADHD'er





What is
NEURODIVERSITY?



Dyspraxia

Tic Disorders

Dyslexia

Autism

Dyscalculia

Sensory Integration Disorder

So, what is
NEURODIVERSITY?

Obsessive-compulsive disorder

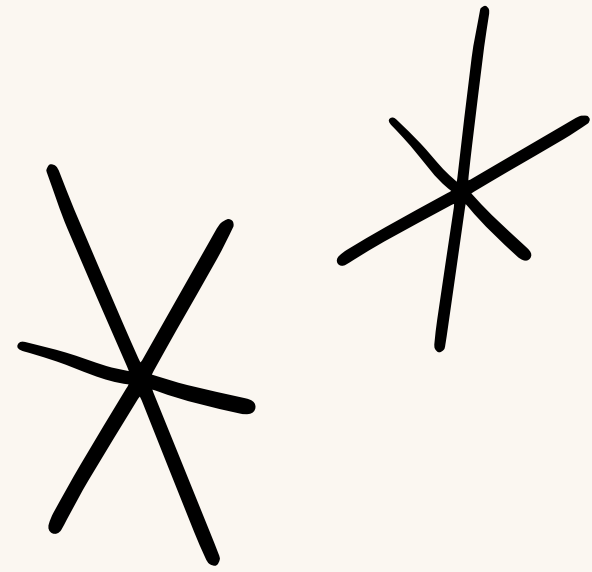
Epilepsy

Tourettes

ADHD

Intellectual Disability

Bipolar Disorder



Why is it important?



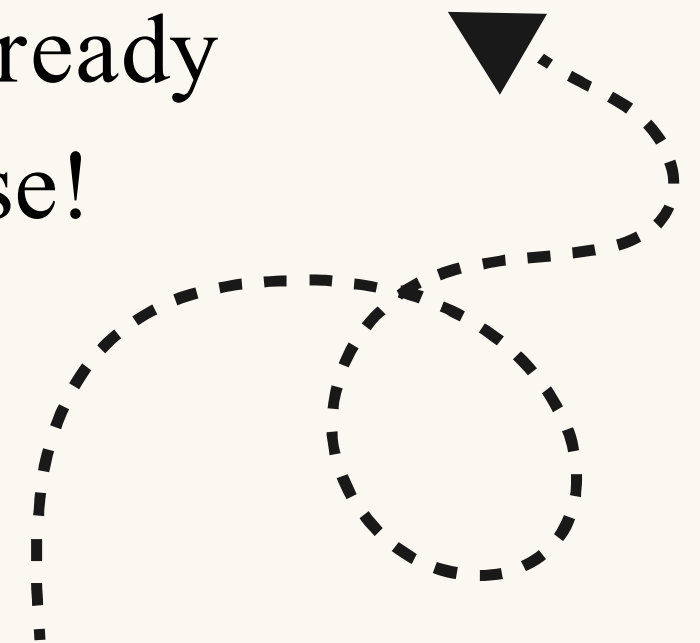
1 in 7 people in the UK
are neurodiverse



Different brains =
different strengths



Your team is already
neurodiverse!





Strengths

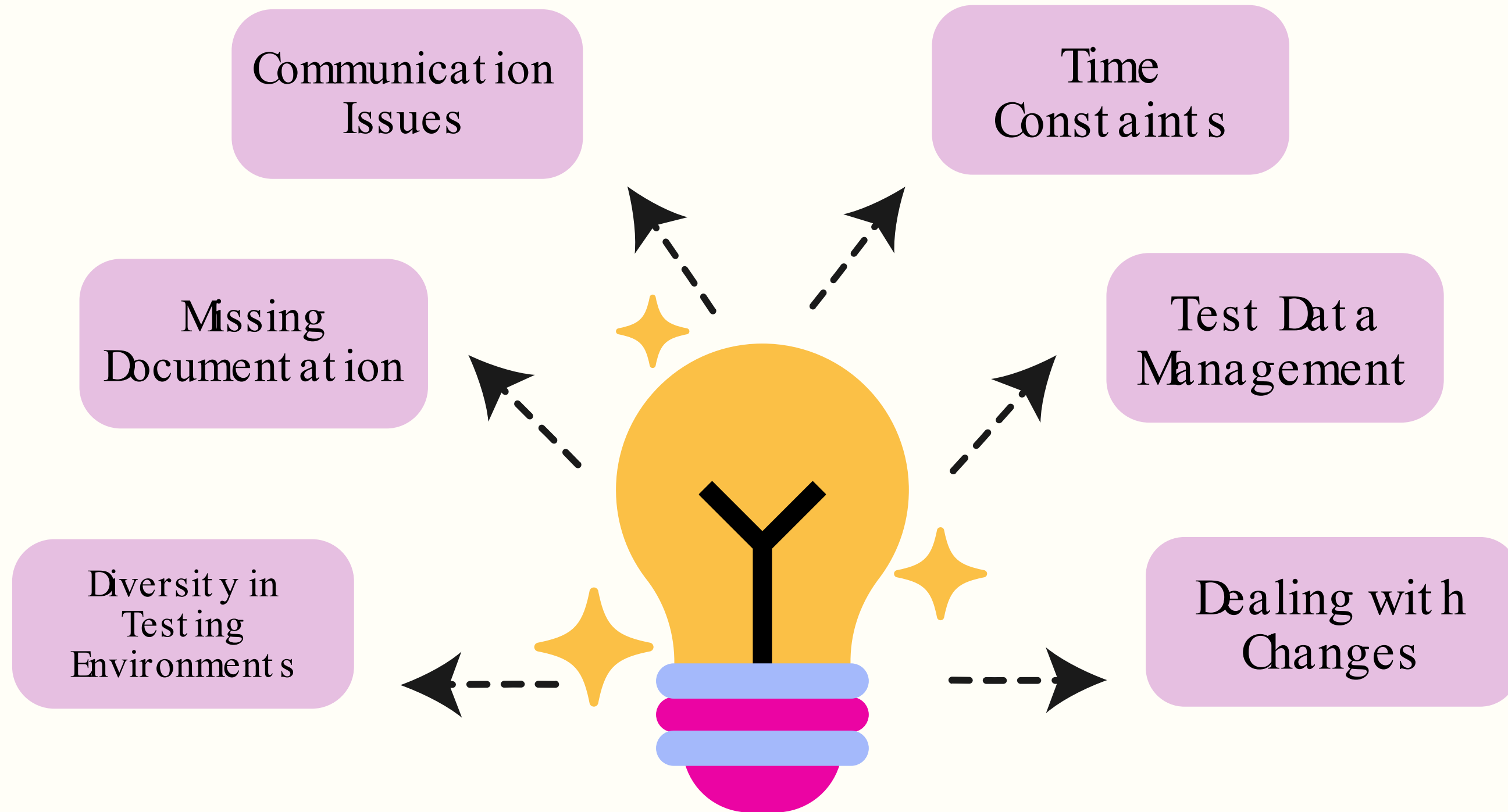
1. Computational Thinking
2. Questioning the “how”
3. Imagination
4. Innovation & Intuition
5. Drawing Connections
6. Observational Skills
7. Design Mindset
8. Adaptability
9. Focus
10. Depth of Thinking



Okay, so what
ABOUT TESTING?



TESTING CHALLENGES



HOW NEURODIVERSE TEAMS CAN HELP

Honest,
transparent
and upfront
communication

Detail
oriented
and
organised

Diverse
range of
experience
and thinking
styles

Communication
Issues

Time
Constraints

Missing
Documentation

Test Data
Management

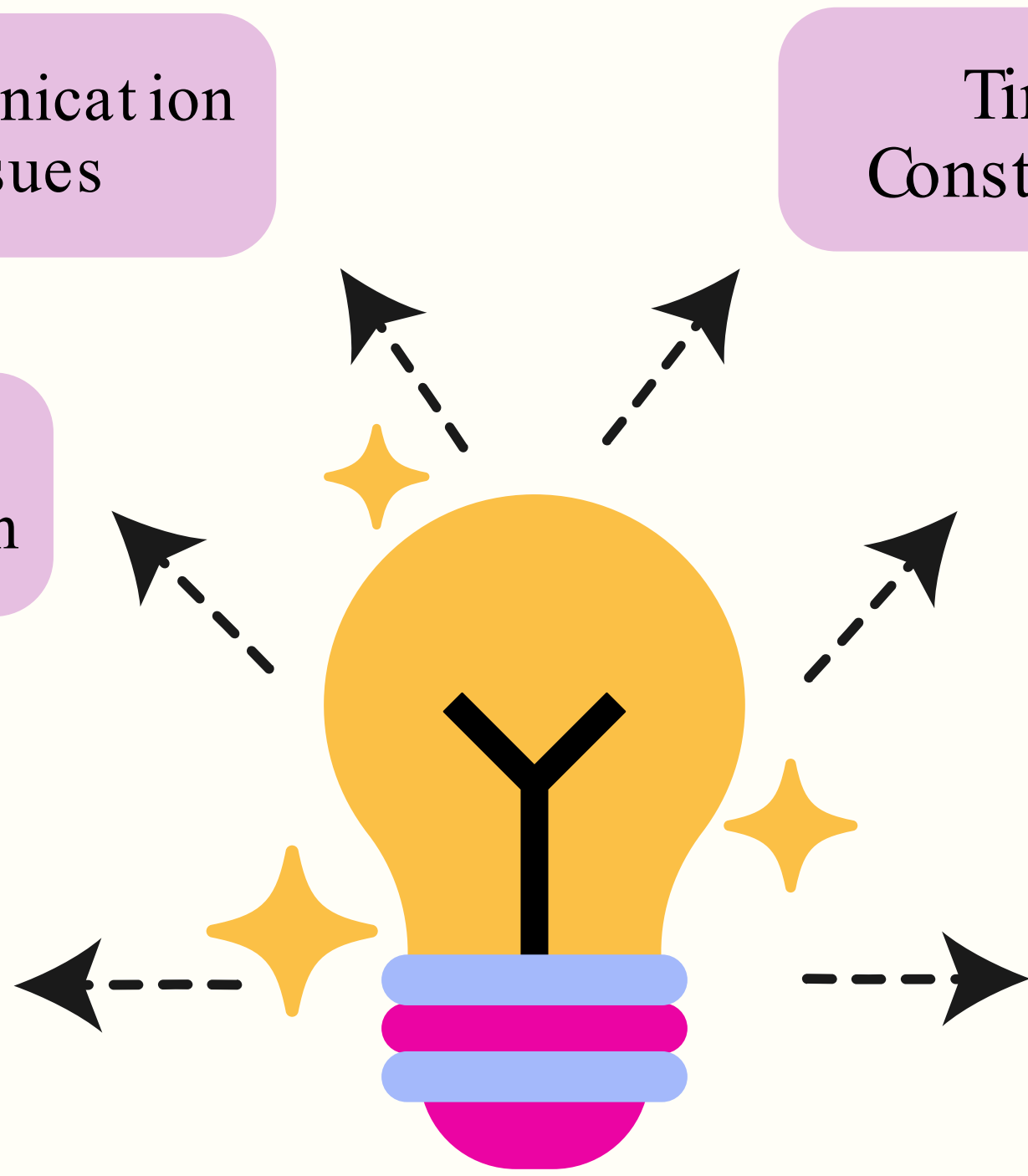
Diversity in
Testing

Dealing with
Changes

Creative
solutions
to tough
problems

Focused
and
dedicated

Pattern
recognition
and
abstraction





How can teams
BE MORE INCLUSIVE?



ADJUSTMENTS



ADJUSTMENTS ARE INDIVIDUAL,
AS NO TWO NEURODIVERGENT
PEOPLE ARE THE SAME!

MAKING ADJUSTMENTS SHOULD
BE A DISCUSSION, NOT ONE-SIZE-
FITS-ALL

SOME EXAMPLES...

ADJUSTMENTS



- PROVIDING WRITTEN INSTRUCTIONS
- USING CLEAR AND SPECIFIC COMMUNICATION
- PROVIDING ASSISTIVE SOFTWARE
- ALLOWING LONGER READING TIMES
- USING ALTERNATIVES TO WRITTEN COMMUNICATIONS
- STANDING DESKS OR MOVING CHAIRS
- FIDGETS
- MENTORING AND COACHING
- PROVIDING EXPLANATIONS OF “UNWRITTEN RULES”
- PROVIDING QUIET WORKSPACES
- ALLOWING FOR WORK FLEXIBILITY

CULTURE



BELONGING AND PSYCHOLOGICAL SAFETY
PLAY A HUGE PART IN A NEURODIVERGENT
PERSON'S SUCCESS IN A WORKPLACE

A PERSON IS MORE LIKELY TO DISCLOSE
THEIR NEURODIVERGENCE IF THEY FEEL
SAFE AT WORK

CULTURE



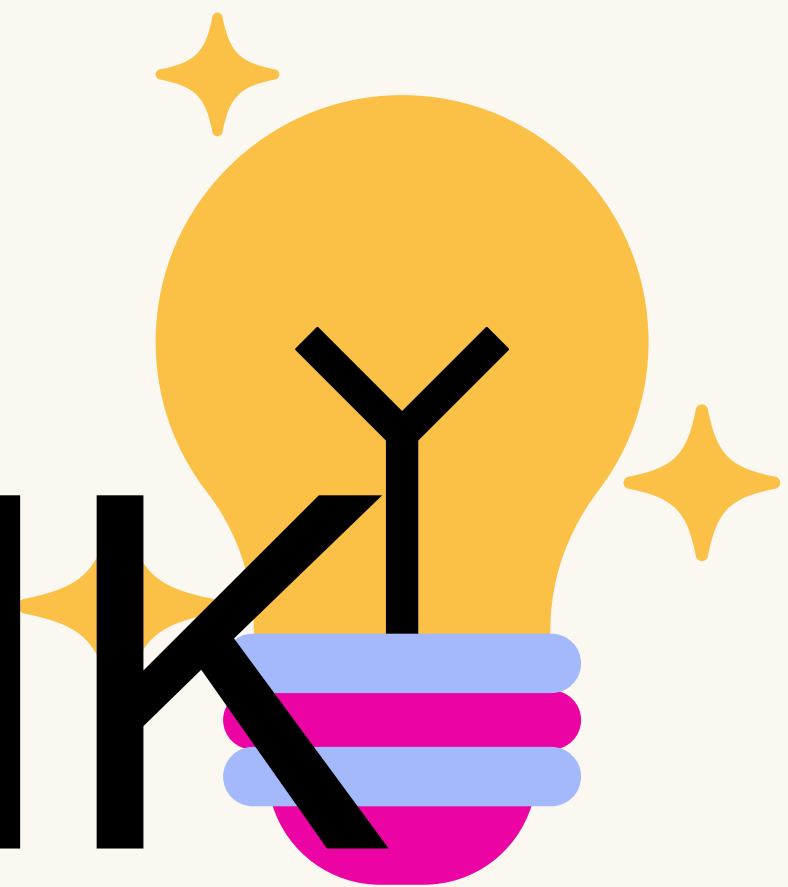
- UNDERSTAND AND MITIGATE UNCONSCIOUS BIASES AND MICROAGGRESSIONS
- CREATE AN ENVIRONMENT THAT DOESN'T "SINGLE OUT" THOSE WITH WORKPLACE ADJUSTMENTS
- PROVIDE TRAINING ON DIFFERENT WAYS TO COMMUNICATE
- INCREASE AWARENESS AND SHARE RESOURCES

BENEFITS

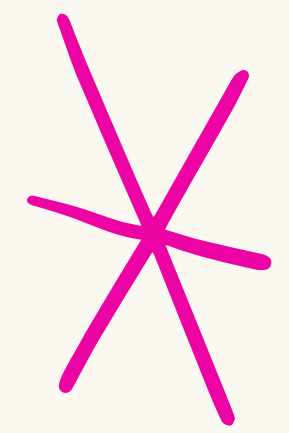


- DRASTICALLY REDUCED EMPLOYEE TURNOVER
- LOWER RATES OF BURNOUT
- ELEVATED RATES OF PRODUCTIVITY, INDIVIDUALLY AND IN TEAMS
- HIGHER RATES OF EMPLOYEE ENGAGEMENT
- ATTRACT THE NEXT GENERATION OF TALENT

THANK



YOU!



More resources available here