Early Career Success

5 NEUROINCLUSIVE ACTIONS FOR MANAGERS

Backing neurodiverse talent early is good for people and good for business.

Early career professionals bring fresh perspectives, energy, and innovation to your team. But without the right structures, some may face hidden barriers to success, particularly those with differences in executive function, communication style, or sensory processing.

By taking a few intentional, neuroinclusive actions, you can set every new hire up for confidence, contribution, and career growth.

1 Create Clarity from Day One

Why it matters: Ambiguity can be a **major source of stress** — and a performance blocker — for new starters, especially for those who thrive on structure.

How to do it:

- Encourage new hires to write a short "This is me" profile: how they work best, preferred communication style, and any adjustments that help them thrive.
- Provide a clear breakdown of role responsibilities, priorities, and success measures.
- Share timelines for key projects and set a regular schedule for check-ins.

2 Normalise Questions

Why it matters: Many early career hires hesitate to ask for help in case they appear inexperienced. For neurodivergent employees, fear of being judged can amplify this hesitation.

How to do it:

- **Model curiosity** by asking your own clarifying questions in team settings.
- Use phrases like "**It's good to double-check**" or "There are no silly questions" to set the tone.
- Build in **time for questions at the end of meetings**, and follow up in writing to capture answers.

3 Chunk the Workload

Why it matters: Large projects can feel overwhelming — especially for those who find task initiation, prioritisation, or sequencing challenging.

How to do it:

- Break work into **smaller, manageable steps** with clear deadlines.
- Use **project management tools or simple shared documents** to track progress.
- **Celebrate milestones** to maintain motivation and confidence.

4 Prioritise Psychological Safety

Why it matters: A "performance-by-surprise" culture — where feedback only comes at review time — can create anxiety and reduce learning opportunities.

How to do it:

- Give **early, constructive feedback** in a supportive tone.
- Focus on what's **working as well** as areas for growth.
- Frame mistakes as **learning moments**, not failures.

5 Chunk the Workload

Why it matters: Navigating a new workplace is about more than doing the job — it's also about understanding culture, processes, and unwritten rules.

How to do it:

- Pair each new hire with a **peer mentor** who can answer informal questions and offer guidance.
- Ensure the **buddy relationship** is voluntary and well-supported.
- Check in with **both parties** to ensure the arrangement is working well.

Neuroinclusive onboarding benefits everyone.

When managers take these five steps, they don't just help neurodiverse hires — they **create a supportive, high-performance culture where all early career professionals can flourish.**