

Neuroinclusion pulse check tool

How neuroinclusive is your workplace? Answer these 8 quick questions to find out.

Does your workplace or your team...

1. Encourage and support different ways of working (e.g. some people need more time to process information, and meetings aren't for everyone)?

Never - 1	Rarely - 2	Sometimes - 3	Usually - 4	Always - 5
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2. Encourage and support flexibility in where people work (e.g. quiet zones and collaborative zones; from home)?

Never - 1	Rarely - 2	Sometimes - 3	Usually - 4	Always - 5
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3. Encourage open conversations to share how colleagues work best (e.g. using a 'Manual of me' for each person to explain how they work)?

Never - 1	Rarely - 2	Sometimes - 3	Usually - 4	Always - 5
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4. Use a variety of visual tools, checklists and organisational tools to assist with planning, prioritising and tracking tasks?

Never - 1	Rarely - 2	Sometimes - 3	Usually - 4	Always - 5
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5. Have processes that are clearly documented, and success criteria is clearly defined?

Never - 1	Rarely - 2	Sometimes - 3	Usually - 4	Always - 5
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6. Model awareness and acceptance of the fact that everyone works differently?

Never - 1	Rarely - 2	Sometimes - 3	Usually - 4	Always - 5
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7. Plan and design meetings and tasks with different ways of working in mind. Agendas and pre-reading are given in advance, and a variety of communication options are available?

Never - 1	Rarely - 2	Sometimes - 3	Usually - 4	Always - 5
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8. Use technology tools, including generative AI and text-to-speech, to support executive function?

Never - 1	Rarely - 2	Sometimes - 3	Usually - 4	Always - 5
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Your scoring result

8–16 points

Congratulations. Your team is at the beginning of your neuroinclusion journey!

There are opportunities to strengthen inclusive ways of working. Many workplaces and teams are still building understanding of how different needs show up day-to-day.

This could be supported by:

- building shared awareness of neurodiversity and different working styles
- introducing simple, practical adjustments
- creating clearer expectations around communication and support

17–28 points

Keep up the great work! Your workplace and team are building inclusive practices.

Inclusive practices are present, though they may not yet be consistent across teams.

This could be supported by:

- integrating neuroinclusive practices into existing processes (e.g. meetings, onboarding, feedback)
- using tools like the Manual of Me to support how teams work together
- capability building in managers to embed inclusive practices into everyday work

29–40 points

Impressive! Your workplace and team are demonstrating inclusive ways of working.

Your workplace is already supporting neuroinclusion in meaningful ways. This creates a strong foundation for people to contribute in different ways.

This could be expanded by:

- sharing approaches across teams
- developing capability in HR to embed inclusive practices into policies and systems
- collecting data on the neurodiversity in your workplace in an ethical and safe way

Ready to take the next step in building a neuroinclusive workplace?

- ✓ Join one of our evidence-informed training session – [see open workshop dates](#)
- ✓ Embed our foundational e-learning in your LMS – [request a demo video now](#)
- ✓ Upskill managers and teams in neuroinclusive practices – [A-Plus Inclusion Program](#)