

NEW INSIGHTS FROM DISABILITY:IN

Creativity Over Convention:  
An evidence-based framework for  
neuroinclusive human capital management.

By 2040, over 40% of the global workforce is expected to identify as neurodivergent\*. Is your business ready?

As the makeup of the workforce evolves, forward-thinking companies are asking: How do we adapt our systems to support all types of thinkers, and unlock new potential across the board?

This new report from Disability:IN draws on qualitative interviews with neurodivergent professionals across regions, roles, and generations. It reveals the framework for human capital management that drives agility, productivity, and long-term business value.

Ready to Learn More?

Discover the framework for neuroinclusive  
human capital management now.

DOWNLOAD THE FULL REPORT



\*Everway, 2024

INSIDE THE REPORT  
Actionable insights on how to:



Retain and develop talent  
by fostering inclusive career  
growth and internal mobility



Optimize employee  
engagement via structured  
support systems



Enhance workforce  
productivity through  
streamlined communication



Align efforts with broader  
business and compliance goals



Strengthen leadership  
through manager training  
and skill-building



Rethink performance metrics  
to value innovation over  
interaction

NEUROINCLUSION FOSTERS PRODUCTIVITY FOR ALL  
A preview of what leading companies are  
learning from Disability:IN's report

Discovery



- Clear written communication
- Structured meetings & agendas
- Integrate AI into workflows
- Well-defined manager support expectations

Workplace Impact

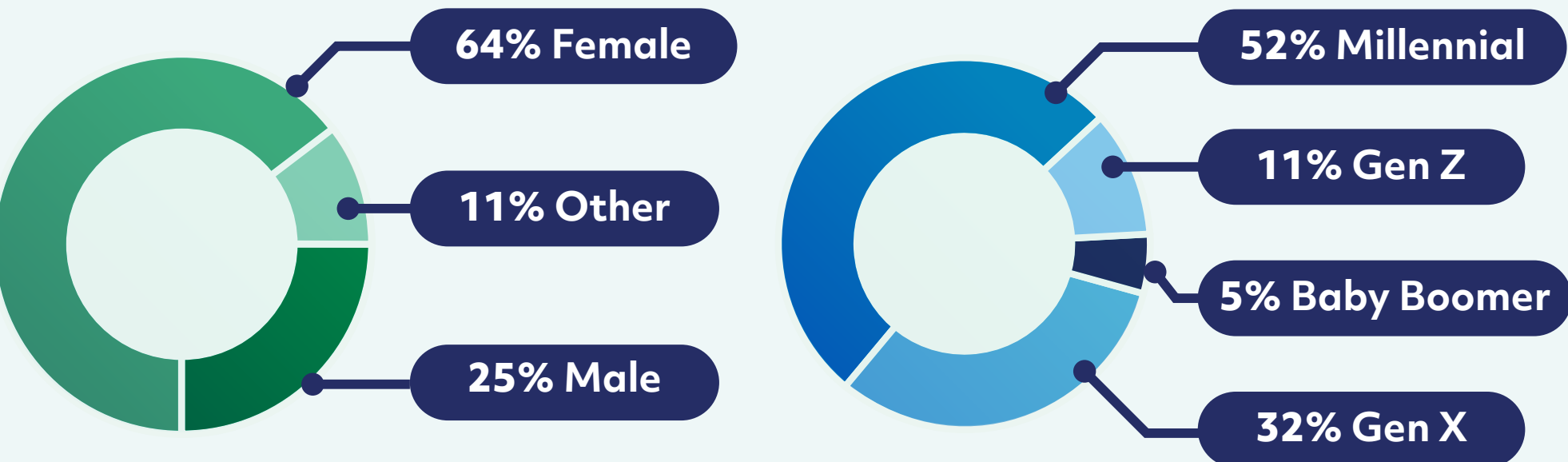


- Higher-quality work outcomes
- Stronger goals alignment
- More effective collaboration & efficiency
- More intentional leadership and improved retention

And More

**FINDINGS SNAPSHOT**  
**Participant Trends & Characteristics**

**PARTICIPANT DEMOGRAPHICS**



**71% U.S.**

**27% Non-U.S.**



**PARTICIPANT DIAGNOSES**



- 57% with Autism
- 52% with ADHD
- 16% with Post Traumatic Stress
- 15% with Learning Disabilities
- 10% with Bipolar
- 10% with OCD

**PARTICIPANTS AT WORK**

**69%** report advantageous cognitive characteristics associated with their neurodiversity

**66%** of non-U.S. participants requested accommodations or adjustments

**64%** of participants self-identify as a person with a disability