WHERE TO LOOK
COMMUNICATIONS

COLLABORATION FOR NEURODIVERGENCE

with
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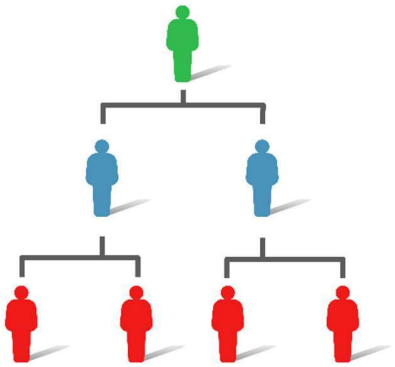
Worksheet: Identifying Your Organization Structure

To identify the best organizational structure that supports all employees, including neurodivergent individuals, by incorporating elements of stability, flexibility, and community.

1. Hierarchy-Based Structure

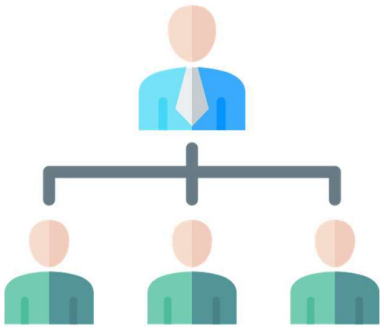


- **Description:** Traditional and clear-cut, with a well-defined chain of command.
- **Strengths:** Provides stability and predictability.
- **Challenges:** May feel restrictive for those needing flexibility.
- **Ideas for Improvement:**
  - **Support Roles:** Integrate roles specifically designed to offer support and guidance.
  - **Mentoring Schemes:** Establish mentoring programs to nurture growth and provide personal guidance.

Action Points:

- List the current support roles available in your organization:
- Propose two potential new roles or programs that could enhance flexibility:

2. Flat Organization Structure



- **Description:** Emphasizes direct communication and collaboration, lessening the layers of management.
- **Strengths:** Encourages contributions and easy sharing of ideas.
- **Challenges:** Maintaining strong support in an open environment.
- **Ideas for Improvement:**
  - **Community Networks:** Develop a community network that fosters support and inclusion.
  - **Collaboration Tools:** Implement tools that facilitate easy and open communication.

Action Points:

- Describe how communication currently flows in your team:
- Identify two tools or methods to enhance collaborative communication:

What Picture Does This Paint?

Explore and Excavate Worksheet

State of the Union

WHAT IS WORKING WELL GENERAL	WHAT IS NOT WORKING WELL GENERAL
✓	✗

Explore and Excavate (Page 2)

Describe your culture in one sentence.

What are you most proud of?

What do you think needs urgent attention?

How would you rate your culture on a scale of 1 – 10?

1	2	3	4	5	6	7	8	9	10
☐	☐	☐	☐	☐	☐	☐	☐	☐	☐

Explore and Excavate (Page 3)

Behaviours - Fact or Fiction

WHAT CORE BEHAVIOURS DOES YOUR ORGANISATION PROMOTE?	WHAT CORE BEHAVIOURS DO YOUR PEOPLE ACT OUT DAILY?	HOW DO THEY ALIGN WITH A NEURODIVERGENT INCLUSION?

Explore and Excavate (Page 4)

Values - State Your Values

VALUES	LIVED EXPERIENCES

Channel Charades / Give Us A Clue

NAME THE CHANNELS USING THE CLUES BELOW

PURPOSE SUPPORT PEOPLE WITH ACCESS TO FORMS	AUDIENCE CLIENT FACING	EFFORT PW 1 DAY	STATS PW 2,000 PAGE VISITS	NAME THAT CHANNEL	COLLABORATIVE EFFECTIVE COLLAB NESS (1-10)

Rate each on a scale from 1 – 10: 1 being the worst, 10 being the best

Does the channel warrant the effort?